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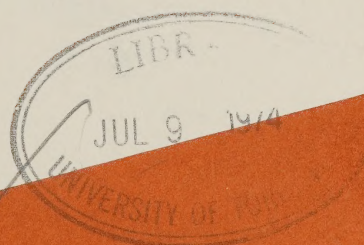
Canada. Dept. of Labour.
Economics and Research Branch
The aging worker in the
Canadian economy

[General publication]

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Government
Publications

The Aging Worker



in the Canadian Economy

ECONOMICS AND RESEARCH BRANCH
DEPARTMENT OF LABOUR
OTTAWA

**THE AGING WORKER
IN THE CANADIAN ECONOMY**



**Economics and Research Branch
Department of Labour, Ottawa,
July 1964**

**The Hon. Allan J. MacEachen
Minister**

**George V. Haythorne
Deputy Minister**

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INTRODUCTION

In recent years a great deal of interest has been shown by private and public agencies concerned with social welfare, and by leaders of public opinion across Canada, in the problems of Canada's older people. Any consideration of these problems almost invariably gives rise to questions concerning the position of older men and women in the labour market, their ability to work, the demand for their services, and the kind of work most suitable for them.

Information about the actual situation of older workers: what sort of work they are doing, how many of them there are, what they are earning, provides an indispensable background for consideration of these problems, although many other types of information would also be required for an adequate assessment of the many questions which arise in this area.

Statistical information about older people and, in particular, older workers is plentiful, but scattered. For the most part, such information is compiled as a by-product of widely different types of enquiries (censuses, vital statistics, labour force surveys, income surveys, the records kept by welfare agencies, to mention a few), and is not published in ways that enhance its usefulness for the reader interested specifically in the older worker. The object in preparing this monograph has been to assemble some of this statistical information and to present it in a manner as helpful as possible to those interested in the problems of the older worker.

When is a worker an "older worker"? Although different points of view may provide different answers to this question, the following definition is suggested: a worker may be regarded as an older worker when his employability begins to become more limited because of his age: either his tenure in his job or the level of income he is earning from it becomes more precarious, or he is subject to age restrictions on hiring that would limit his opportunities should he have to look for work. Obviously the age at which this state of affairs is likely to occur for an individual will vary considerably with his occupation. Athletes and airline stewardesses are regarded as superannuated at a relatively early age, while scholars and financiers (provided they remain in fairly good physical and mental health) come into their occupational prime relatively late in life.

In this monograph, most attention will be given to people aged 65 and over, since this group is generally regarded as old in almost any occupation. There is also a good deal of information referring to the group aged 45 to 64. It was found more difficult to make generalizations about the latter group than about the former because the statistics used

are mostly national in coverage while the problems of people under but approaching the age of 65 would appear to be more peculiar to certain occupations and to vary from person to person.

Some information is included on trends in life expectancy and on the absolute and relative size of the older population. The conclusion emerges from these statistics that the growth in the proportion of older people in the population will not be as great over the next 50 years as it was in the last 50. This probably means that the task of finding employment for older persons and of providing for older people who are unable to work will not increase in magnitude in relation to the resources, both financial and professional, that will be available for these purposes.

The problems that arise for some of the older workers under the age of 65 are usually not so much a matter of age alone as of age and something else. This "something else" includes a number of things which can affect their employment and income positions. Some of these are: loss of job through no fault of their own, but owing to technological change; inability to cope with a demanding occupation; inability to obtain employment, even when many job opportunities are available, due to lack of education and skill; conversely, being obliged to accept work well below their abilities and skill; being barred from certain jobs by virtue of age limits; ill health; personality and family problems. On the other hand, the statistics presented here seem to indicate that the group aged 45 to 64 is, on the average, about as well off as any group in the population. It is known, however, that while many workers reach their peak performance and income levels during these years others are on the downgrade. While rates of unemployment are not high in this age group, labour force statistics indicate that the length of time unemployed people have been seeking work tends to be higher for workers aged 45-64 than for younger workers.

Caution must be used in drawing conclusions from the statistics presented here. National and regional statistics frequently obscure local problems. It is practically a truism that older workers, as they have been defined here, are the least geographically mobile part of the labour force and are thus most strongly affected by local situations. Local pockets of unemployment or poverty among older people that may constitute major problems in the areas affected, tend in national statistics to be merged in an average with more favourably situated areas.

One of the major findings of this monograph is the extent to which the employment of older workers varies in the different regions, paralleling the industrial composition of these regions. Some more detailed analysis of the situation of the older worker on a regional basis would certainly be desirable.

Chapter 1 deals with trends in the age composition of the Canadian population. In it materials from censuses and vital statistics are used to show that Canada has a relatively young population for an industrial

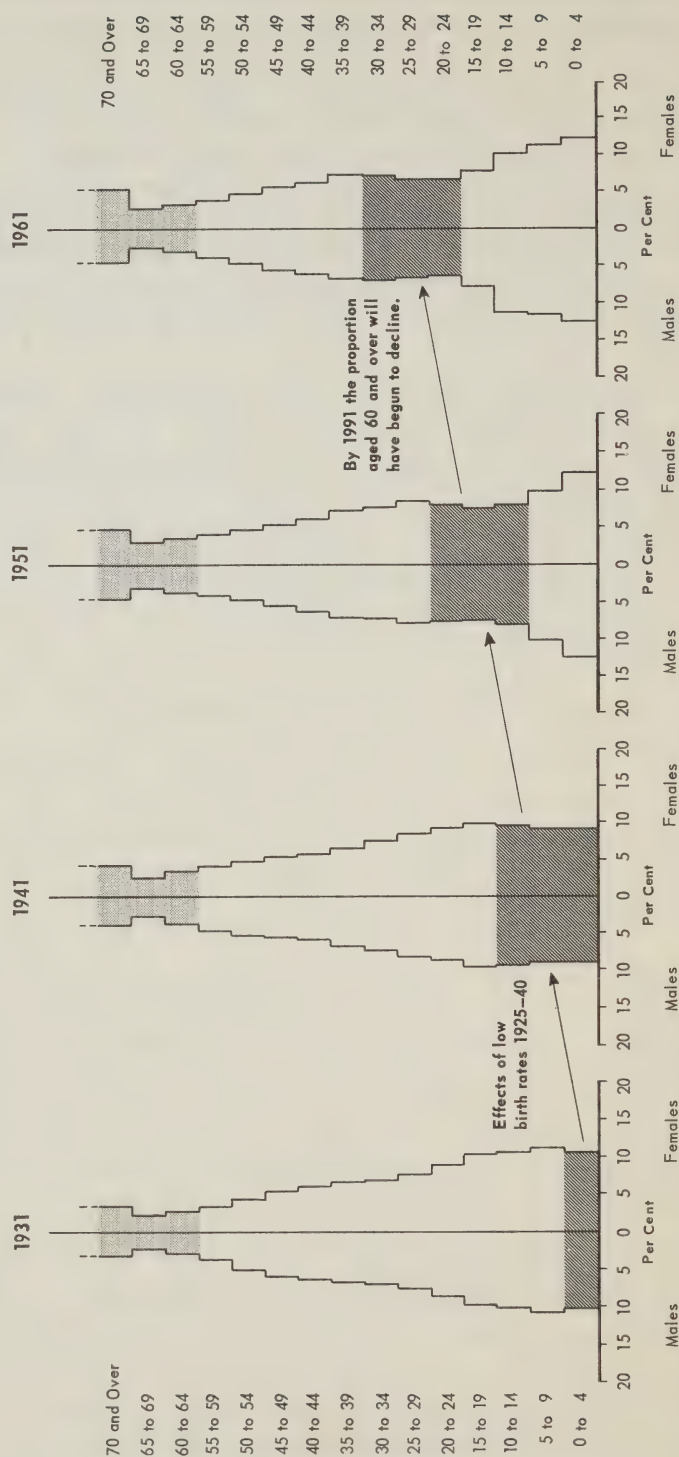
country and that the process of population aging is proceeding at a comparatively slow pace. Chapter 2 deals with trends in the age composition of the Canadian labour force and with the status characteristics* of the older labour force. The importance of own-account activities for the employment of older workers is shown. Trends in the proportion of the older population who are members of the labour force are outlined as are the regional differences in these proportions. The very great regional dissimilarity in the employment of older workers is related to the economic differences that exist in the various regions of Canada. Chapter 3 compares the occupational composition of the older labour force in 1921 and in 1951. In it is noted the emerging importance of service occupations in the employment of older workers. In Chapter 4 some data on rates of unemployment of older workers are discussed. Certain difficulties in the measurement of unemployment are shown to take on particular significance in the case of older workers. Chapter 5 deals with the income levels of older people, both workers and non-workers. It is hoped that this information may prove useful to readers with widely varying interests in the problems of the aging worker in our economy.

This study was prepared in the Employment and Labour Market Division of the Economics and Research Branch by Mr. A.H. Portigal under the direction of Dr. Gil Schonning.

J.P. Francis,
Director.

*Paid workers, own-account workers, employers, unpaid family workers.

THROUGHOUT THE PERIOD 1931-61 THE PROPORTION OF THE POPULATION AGED 60 AND OVER HAS GROWN STEADILY BUT SLOWLY



Chapter 1 – THE AGE COMPOSITION OF THE CANADIAN POPULATION

A tendency for the average age of the population to increase is regarded as normal for the industrialized parts of the world. Improved nutrition, sanitation, and medical services together with, for many, lighter and less hazardous work lead to lower death rates and longer average life expectancy. Since increasing numbers of people survive to advanced age, the proportion of older people in the population tends to grow unless the birth rate (and/or immigration of young people) also increases enough to redress the age balance. However, another characteristic of industrialized countries is that birth rates tend eventually to settle down at moderate levels. Phenomena such as wars, migrations, and variations in birth rates may also have important effects on the age composition of a population from time to time, but eventually a balance is restored of the groups of people who are either in surplus or deficit.¹

¹ This suggests that there is an equilibrium rate of population growth for a particular type of country that may be disturbed by temporary "chance" factors. History shows that these "chance" factors tend to dominate the picture most of the time.

Table 1 – Percentage of Population of Given Age and Older, 1901 – 1961

Age Group	1901	1911	1921	1931	1941	1951	1961
Males							
0 and over.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15.....	65.9	68.5	66.3	69.1	72.6	69.4	65.7
25.....	46.2	49.0	49.6	50.7	54.2	54.3	51.4
45.....	19.2	18.6	20.4	23.1	26.0	25.9	24.8
55.....	10.7	9.9	10.8	12.1	15.0	15.6	14.4
65.....	5.0	4.4	4.7	5.5	6.6	7.8	7.3
75.....	1.6	1.4	1.4	1.6	2.0	2.3	2.6
Females							
0 and over.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15.....	65.2	65.3	64.8	67.6	71.9	69.9	66.4
25.....	45.0	46.0	47.0	48.4	52.8	54.3	52.0
45.....	18.8	18.8	19.1	21.5	24.6	25.1	25.1
55.....	10.7	10.3	10.6	11.8	14.3	15.2	14.9
65.....	5.1	4.9	4.8	5.7	6.7	7.7	7.9
75.....	1.7	1.6	1.6	1.8	2.2	2.5	2.9
Both Sexes							
0 and over.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15.....	65.6	67.0	65.6	68.5	72.2	69.7	66.2
25.....	45.6	47.6	48.3	49.7	53.5	54.3	51.8
45.....	19.0	18.7	19.8	22.4	25.3	25.5	25.1
55.....	10.7	10.1	10.7	12.0	14.6	15.4	14.8
65.....	5.0	4.6	4.8	5.6	6.7	7.8	7.7
75.....	1.6	1.5	1.5	1.7	2.1	2.4	2.8
Average Age.....	27	27	28	30	30	31	30

**Table 2 – Age Distributions of Enumerated Population in 40
Countries: Recent Censuses and Estimates**

	Percentage Distribution by Age			60 and Over as Per Cent of 15–59
	Under 15	15–59	60 and Over	
Brazil 1950	41.9	53.9	4.3	8.0
Guatemala 1950	42.3	53.3	4.4	8.3
Philippines 1960	45.7	50.0	4.3	8.6
Thailand 1960.....	43.2	52.2	4.6	8.8
Costa Rica 1960 (E)	46.4	49.2	4.4	9.0
Venezuela 1961	44.8	50.6	4.6	9.1
Dominican Republic 1960	44.6	50.7	4.7	9.3
India 1951.....	37.4	56.9	5.7	10.0
Nicaragua 1961 (E)	44.5	50.3	5.2	10.2
Ecuador 1950	42.5	51.8	5.7	11.0
Mexico 1960	44.4	50.0	5.6	11.1
Union of South Africa 1951.....	38.1	55.6	6.3	11.3
Paraguay 1960 (E).....	38.5	55.2	6.3	11.4
United Arab Republic 1960.....	42.7	51.2	6.1	11.9
Chile 1960.....	39.8	53.5	6.7	12.6
Turkey 1960	41.3	52.1	6.6	12.7
Bolivia 1950	39.6	53.2	7.2	13.5
Argentina 1961 (E).....	29.9	61.8	8.3	13.5
Japan 1960	30.0	61.1	8.9	14.6
Romania 1956	27.5	62.6	9.9	15.9
Yugoslavia 1961.....	31.5	58.8	9.7	16.6
Portugal 1960 (E).....	29.0	60.0	11.0	18.4
Finland 1960.....	30.1	58.5	11.4	19.5
CANADA 1961	34.0	55.2	10.8	19.6
Greece 1961	26.7	61.1	12.2	20.0
Australia 1960 (E)	30.1	57.6	12.2	21.2
New Zealand 1960 (E).....	32.9	54.9	12.2	22.3
Czechoslovakia 1961.....	27.3	59.0	13.7	23.2
Netherlands 1961 (E).....	29.7	57.0	13.3	23.3
United States 1960.....	31.1	55.7	13.2	23.7
Switzerland 1960	23.4	61.4	15.2	24.8
Federal Republic of Germany 1960 (E).....	21.7	62.3	16.0	25.7
Denmark 1960 (E).....	25.2	59.3	15.5	26.1
Ireland 1956 (E)	30.0	55.0	15.0	27.2
Norway 1960 (E).....	25.9	58.2	15.9	27.4
Sweden 1960	22.0	60.7	17.3	28.4
England and Wales 1961 (E).....	22.9	59.9	17.3	28.8
Austria 1959 (E).....	21.6	60.7	17.7	29.1
Belgium 1960 (E)	23.5	58.9	17.6	29.9
France 1961 (E)	25.4	57.1	17.5	30.6

Source: U.N. Demographic Yearbooks. Year of census or to which estimate applies follows the name of the country. Estimates are indicated by (E).

The Canadian population has aged moderately over the last sixty years. Table 1 shows that the average age of the population rose from 27 years in 1901 to 31 years in 1951, falling to 30 years in 1961.

Over these years, the proportion of the population aged 65 and over declined to a low of 4.6 per cent in 1911; following this it increased gradually to 7.8 per cent by 1951. There was a slight decline from this percentage between 1951 and 1961 due to continuing high birth rates and high levels of net immigration.

Table 2 provides some international comparisons both of the percentages of older people in different countries, and the ratios of older people to people of working age. At the top of the list are the less industrialized societies, with high birth rates and low life expectancies; at the bottom are industrialized countries with low birth rates and high life expectancies whose populations have, from time to time, been affected by wars and migration. It may be seen that Canada's age composition is quite favourable as compared with other industrialized countries.

A number of factors have tended to keep the Canadian population relatively young:—

(i) **A high birth rate.** Few, if any, truly industrialized nations can match Canadian crude birth rates at their recent levels. A peak crude birth rate of 28.5 births per thousand population was reached in 1954. While there were declines over the succeeding decade, the 1961 rate of 26.1 is still a high rate, and was the lowest since 1945. Even during the depression of the Thirties, when it dropped to about 20 per thousand, Canada's birth rate was still the highest among Western industrial nations. The effects of these high birth rates on the age composition of the population have been somewhat offset in the past by relatively high rates of infant mortality, but steady improvement in infants' chances of survival has tended to produce a more youthful population in recent years. As Table 1 shows, Canada since the turn of the century has had about 30 per cent of its population under the age of 15. This, as may be seen in Table 2, is exceeded only by the less industrialized countries of the world.

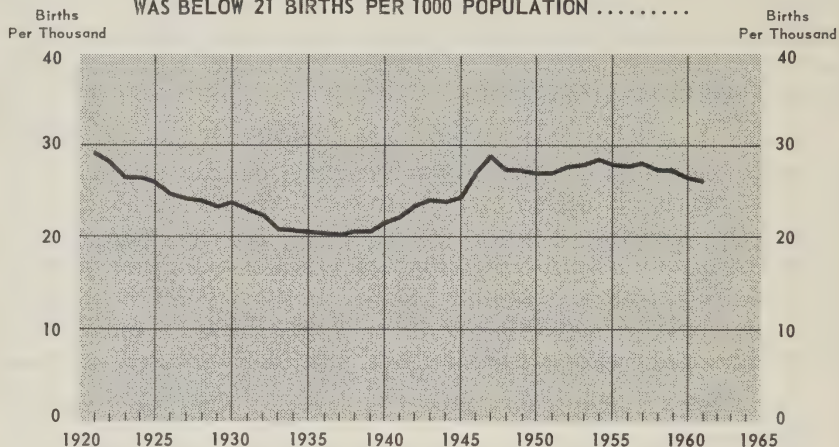
(ii) **Immigration.** During a large part of Canada's history, immigration has exceeded emigration. Over the period since World War II immigrants have consisted largely of adults between the ages of 20 and 40 (mostly in their twenties) and some children. There have been relatively very few older people among recent immigrants. This has tended both to slow down the aging of the population and to add to the labour force. On the other hand, emigration has probably siphoned off more young than older people.

(iii) **The urbanization and industrialization** of Canada has been relatively recent, so that these factors have not made their full impact on the aging process.

Although in the very long run Canada's population will undoubtedly grow relatively older than it is at present, indications are that the

BETWEEN 1926 AND 1945 BIRTH RATES
WERE AT RELATIVELY LOW LEVELS

BETWEEN 1933 AND 1939 THE BIRTH RATE
WAS BELOW 21 BIRTHS PER 1000 POPULATION



..... SINCE 1946 BIRTH RATES HAVE BEEN
IN EXCESS OF 27 PER THOUSAND

Source: Vital Statistics 1961, DBS.
Canadian Vital Statistics Trends 1921 - 54, DBS.

**Table 3 – Average Life Expectancy at Various Ages,
by Sex, 1871–1961**

Age	1871	1881	1921	1931	1941	1951	1961
Males							
0.....	—	—	—	60.0	63.0	66.3	68.4
17.....	50.3	50.5	51.6	51.6	52.3	53.5	54.3
27.....	42.9	42.9	43.3	43.1	43.4	44.4	45.1
47.....	28.0	27.8	26.6	30.3	30.1	30.7	26.8
57.....	20.5	20.2	18.8	18.4	18.2	18.6	18.8
67.....	13.7	13.6	12.0	11.8	11.6	12.1	12.3
72.....	11.0	10.9	9.2	9.0	8.9	9.4	9.6
Females							
0.....	—	—	—	62.1	66.3	70.8	74.2
17.....	49.9	49.4	51.8	52.4	54.5	57.3	59.6
27.....	42.6	42.8	43.5	43.9	45.5	47.8	49.9
47.....	28.3	28.5	27.2	27.2	28.0	29.4	31.0
57.....	20.5	21.1	19.4	19.3	19.9	21.0	22.3
67.....	13.7	14.3	12.5	12.4	12.8	13.6	14.6
72.....	10.8	11.6	9.7	9.5	9.8	10.4	11.3

Source: Canadian Vital Statistics Trends, 1921–1954 (DBS Reference Paper No. 70).

Note: Figures for 1871 are for Ontario, Quebec, Nova Scotia, and New Brunswick. Figures for 1921 exclude Quebec, Yukon, N.W.T. Figures for 1871, 1881, 1921 must be interpreted with caution.

process of aging will be slow during the remainder of this century. The chart on page 8 shows how this is likely to happen. In 1961 there was a deficiency in the number of people aged 20-35, due to low birth rates between about 1926 and 1943. In the year 2006 the survivors from this group will make up the bulk of the population aged 65 and over and, barring anything unusual, the proportion of the population aged 65 and over will have been declining at least since 1991.

The table of average life expectancies (Table 3) shows the number of additional years that a person of a given age has an even chance of living.²

Table 3 shows that the chances for survival of males aged 57 were getting steadily worse until 1941, following which there was some improvement. As a general observation it is, of course, true that people are living longer. Table 3 shows, however, that this is because proportionally more people live from birth to middle age, not because middle-aged people have a very much better chance of living to advanced age than they used to have. This may have some relevance to the question of the potential manpower resources represented by the older population.

If it can be assumed that the larger portion of the group aged 65 and over will continue to be dependent on the productive activities of younger people, it becomes important to know something about the trend in the size of this older population in relation to the trend in the size of the labour force. Disregarding the fact that some older people will be in the labour force, one can then say that each worker supports so many older people now, as compared to some other figure in the past. To determine what this means to the "average worker" in question one would

²This assumes that current death rates for the various ages do in fact indicate his chances of survival.

Table 4 – Trend in Population Aged 65 and over as a Percentage of the Labour Force*

<i>Year</i>		<i>Per Cent</i>
1901	—	15.2
1911	—	12.3
1921	—	13.3
1931	—	13.9
1941	—	17.2
1951	—	20.5
1961	—	21.5
1971	—	21.4 (projected)

*Labour Force for 1951 on Gainfully Occupied converted to Labour Force for 1931, 1941. Gainfully Occupied for 1901-1921.

Sources: Labour Force and Gainfully Occupied and population figures from various censuses and from the DBS publications *Occupation and Industry Trends in Canada* and *Canadian Labour Force Estimates 1931-45* (DBS Reference Paper No. 23 Revised).

also have to know what the trends in output per worker have been; as well as the trends in other types of dependent per worker.

The figures in Table 4 are not completely consistent from period to period. To the extent that they are reliable it appears that in 1911 there were about eight workers per older person, while in 1961 there were 4.7 workers per older person. But output per worker in 1961 was substantially greater than it has been in 1911.

A recent projection of the Canadian population and labour force³ indicates that the situation in 1971 should be substantially the same as that of 1961 in regard to the balance between the size of the labour force and of the older population. Thus, if we may assume that the deflated Gross National Product will continue to increase in line with the trend of the last few years, it may be concluded that the cost of supporting the older members of the population ought to become progressively easier for the community to bear, as time goes on.

³Based on the 1961 census population figures and assuming an annual net immigration of 25,000.

Chapter 2 – THE AGE COMPOSITION OF THE CANADIAN LABOUR FORCE

Between 1931 and 1951 there was little change in the proportion of the labour force aged 65 and over. Then, over the following decade, the proportion of males aged 65 and over dropped quite sharply, while that of females in the same age group rose moderately. The absolute numbers of workers in this age group remained the same between 1951 and 1961, decreases among the males being offset by increases among the females, the latter almost doubling in number over the decade.

**Table 5 – Percentage Distribution of the Labour Force by Age and Sex,
1931–1961; and Absolute Number of Workers 65 and Over**

Age Group	1931	1941	1951	1961
Males	%	%	%	%
14–19*	9.9	8.9	7.5	6.1
20–24	13.2	10.6	12.0	10.8
25–44	44.5	43.9	47.1	48.9
45–64	27.4	31.1	28.2	30.1
65 and over	5.0	5.5	5.2	4.1
Number (Total in 000's).....	164	184	212	191
Females				
14–19*	20.0	17.4	16.9	13.1
20–24	28.5	25.8	22.1	16.6
25–44	35.6	39.9	40.2	41.4
45–64	13.3	14.5	18.4	26.1
65 and over	2.6	2.5	2.3	2.7
Number (total in 000's).....	17	21	27	48

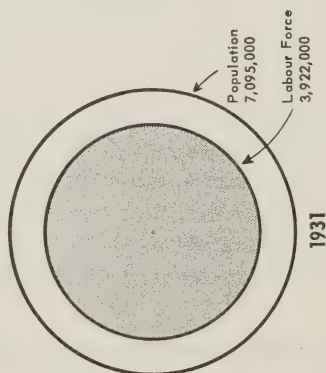
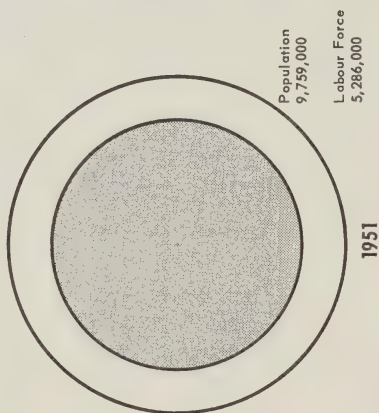
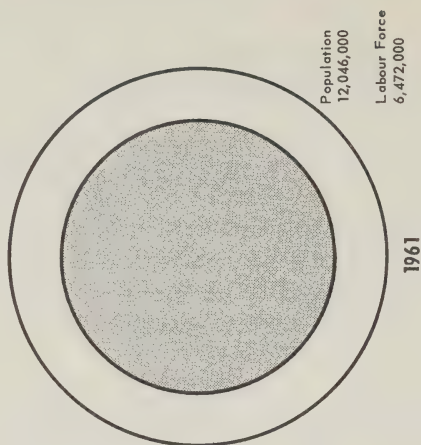
*15–19 for 1961.

The trend was quite different for the labour force aged 45-64. Over the period 1931-61 as well as in the decade 1951-1961, the male population aged 45-64 increased faster than the rest of the male population of working age. Thus, in spite of the fact that the census shows declines in the proportion of the male population aged 45-64 in the labour force¹, the proportion of the male labour force aged 45 and over increased both from 1931 and from 1961.

The steady increases in the proportion of the female labour force aged 45-64 over the entire period covered by Table 5 are the result of fantastically large percentage increases in the size of this group. Between 1931 and 1961 the female labour force increased by 420 per cent, while between 1951 and 1961 the increase was 350 per cent.

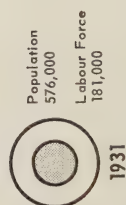
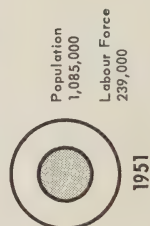
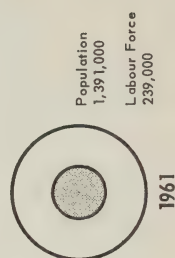
¹ The drop between 1951 and 1961 in the proportion of the male population aged 45-64 who were in the labour force, is undoubtedly a reflection of the particular dates at which the censuses were taken. Table 8 shows that, at annual averages, their proportion has remained quite constant over the decade.

FROM 1931 TO 1961 THE POPULATION AGED 15 AND OVER GREW BY ABOUT 70%.....
 WHILE THE LABOUR FORCE GREW BY 65%.....



POPULATION AND
LABOUR FORCE
AGED 15 AND OVER

THE POPULATION AGED 65 AND OVER GREW BY 140%.....
 BUT THE LABOUR FORCE AGED 65 AND OVER GREW BY ONLY 32%



POPULATION AND
LABOUR FORCE
AGED 65 AND OVER

During World War II, older people provided a valuable addition to Canada's manpower supplies. The increase in the proportion of men aged 45 and over in the labour force in 1941 (as compared to 1931) resulted from the military mobilization of younger men, and the consequent increase in the employment of older men in the industrial war effort. The highest proportion of older workers in the labour force was reached about 1944.

Labour Force Status of Older Workers

Ours is said to be an "employee society". Only about one-sixth of the present day labour force falls into the categories of "employers" and own-account workers, in contrast to the situation at the turn of the century when the proportion was probably over one-half. Employers and own-account workers are usually in a much better position than paid workers to decide when to retire, or, if working, how heavy a work program to carry. Partly because of this it is not surprising to find that among male workers the percentage of employers and own-account workers is higher for the older age groups than for the younger ones.

There is another factor that is undoubtedly of considerable significance. The older people in our current population entered the labour market at a time when our economic life was by and large dominated by the farmer, the small businessman and the independent craftsman. For large segments of the population these were the ideal occupations of the era, and older people today tend to appreciate the advantages of self-employment more than the young. The relatively large proportion of self-employed workers in the older labour force may be in part the result of retirement policies filtering out the paid workers, but it is certainly also due to the fact that there were relatively more own-account workers to begin with in the group now aged 65 and over than in the labour force at present.

Table 6 shows quite clearly the greatly increased significance of own-account activities for male workers aged 65 and over who remain in the labour force. A large proportion of the self-employed group of males aged 65 and over (58 per cent) are to be found in the agricultural sector. The much higher proportion of older males in employer and own-account activities (these two categories are encompassed by the "self-employed" group) suggests that the decline in the farm work force and the relative decline of small unincorporated businesses may provide one significant explanation for the declining proportion of male workers in the older population of Canada.

Own-account activities do not appear to have the same significance for female older workers as for males. Although the percentage of the female labour force in own-account activities was also higher for women in the older age groups, this percentage was small for women of all ages. The significant variations in the occupational distributions of older and younger women occur within the paid workers sector of the labour force.

**Table 6 – Percentage Distribution of the Experienced Older Labour Force,
According to Status, 1961 Census**

	Age			
	45 and Over	45-54	55-64	65 and Over
Males				
Total.....	100.0	100.0	100.0	100.0
Non-Agricultural.....	83.7	86.8	83.0	71.2
Wage Earners.....	69.5	73.0	69.6	53.3
Self-Employed.....	14.1	13.8	13.4	17.7
Unpaid Family Workers.....	0.1	0.1	0.1	0.3
Agricultural.....	16.3	13.2	17.0	28.8
Wage Earners.....	1.7	1.4	1.8	2.9
Self-Employed.....	14.2	11.5	14.9	24.9
Unpaid Family Workers.....	0.4	0.3	0.3	1.0
Females				
Total.....	100.0	100.0	100.0	100.0
Non-Agricultural.....	93.7	94.0	93.3	93.5
Wage Earners.....	82.3	83.8	81.5	74.4
Self-Employed.....	8.7	7.3	9.3	16.8
Unpaid Family Workers.....	2.7	2.8	2.4	2.3
Agricultural.....	6.3	6.0	6.7	6.5
Wage Earners.....	0.7	0.7	0.6	0.6
Self-Employed.....	1.4	0.8	1.7	3.4
Unpaid Family Workers.....	4.3	4.5	4.4	2.5

Status of Older Persons Not in the Labour Force

Table 7 indicates that in 1961 the great majority of older men not in the labour force were listed as "retired", while the majority of older women were listed as "keeping house" and as "retired". In the retired group there would be people who are not interested in working, some who feel that they are unemployable for one reason or another, and some who do not feel well enough to work. ²

The figures that follow are from the Canadian Sickness Survey of 1950-51. These give some indication of the incidence of serious physical and mental disabilities with increasing age:

The Percentages of the Population
Suffering from some Disability
were as follows:

Age	Per Cent
24-44.....	6
45-64.....	13
65 and Over.....	25

The Percentages suffering from
Severe and Total Disability
were as follows:

Age	Per Cent
25-44.....	2
45-64.....	6
65 and Over.....	16

²The last may make up a considerable proportion in the U.S. according to studies conducted recently – see Steiner & Dorfman: *The Economic Status of the Aged*.

A very rough check on this data may be obtained from Table 7 by adding "inmates of institutions" to both "permanently unable to work" and to "civilian, non-institutional population" and taking the first sum as a percentage of the second. This gives the following results:

		<i>Percentage Unable to Work</i>
Males	45 and Over	5.9
	45-64	4.3
	65 and Over	9.8
Females	45 and Over	3.8
	45-64	1.7
	65 and Over	8.4

These percentages appear to be somewhat more favourable than the Canadian Sickness Survey results. This may mean that the situation has improved since 1951, but it far more probably reflects a recording of only very obvious incapacity in the Labour Force Survey.

**Table 7 — Status of Older Persons Not in the Labour Force,
as of May and June 1961**
(in thousands)

Status	45 and Over	45-64	65 and Over
Males			
Civilian, Non-Institutional Population	2,189	1,565	624
Not in the Labour Force	548	115	433
Keeping House	9	6	3
Retired or Voluntarily Idle	452	60	392
Permanently Unable to Work	87	49	38
Females			
Civilian, Non-Institutional Population	2,195	1,526	669
Not in the Labour Force	1,721	1,092	629
Keeping House	1,553	1,063	490
Retired or Voluntarily Idle	131	17	114
Permanently Unable to Work	37	12	25
Inmates of Institutions			
Male	45	19	26
Female	48	14	34

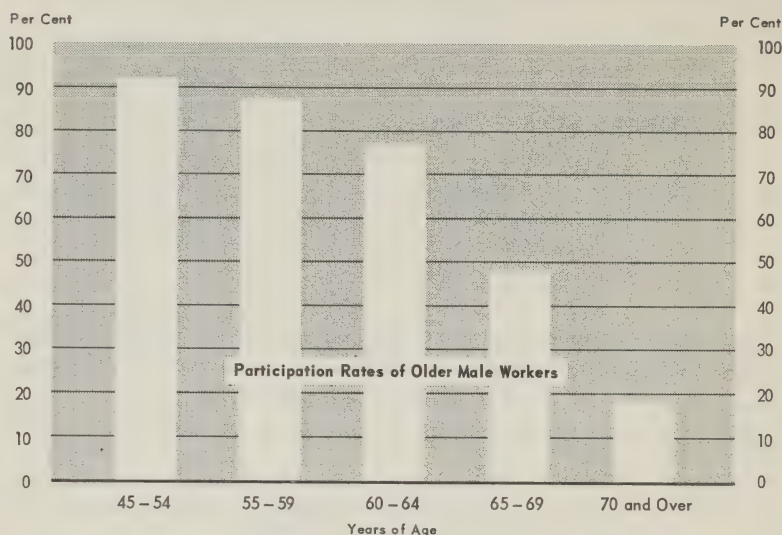
Sources: Inmates of Institutions from 1961 Census;
Other data from Labour Force Survey, May 20, 1961.

Labour Force Participation

The percentage of a particular age-sex group of the population in the labour force³ provides a measure for comparing the intensity of economic activity at different age levels of the population, and for

³Called the participation rate of that group.

**THE PROPORTION OF MEN IN THE LABOUR FORCE
DECLINES RAPIDLY AFTER THE AGE OF 60**



Source: Census of Canada 1961

tracing changes in intensity through time. The participation rates shown in Table 8⁴ indicate that the probability that a person will be economically active decreases as he reaches the older age groups. This probability declines gradually for women with increasing age, and rather rapidly for men after the age of 60.

The 1961 Census provides some further detail concerning the ages at which reductions in labour force activity become evident. In June of 1961 the participation rate for males aged 45 to 64 was 88.6 per cent, while for males aged 65 and over it was 29.5 per cent.⁵

Recent data show the peak years of labour force participation to be the ages of 35-44 for men, and of 20-24 and 45-54 for women. In 1963 (according to the Labour Force Survey, with the monthly data converted to annual averages as in Table 8) males aged 35-44 exhibited a participation rate of 97.8 per cent. Women aged 20-24 had a participation rate of 50.0 per cent, while women aged 45-54 showed a rate of 34.7 per cent.

Table 8 shows relatively stable participation rates for the population as a whole over the period 1950-63. This stability results from a sharp decline in male participation being offset by an equally striking growth in female participation. The declines in male participation have occurred mainly in the age groups 14-24 and 65 and over; while the

⁴ The participation rates in Table 8 are given at annual averages; that is, the average labour force for the year is given as a percentage of the average civilian, non-institutional population for the year, for each sex-age group.

⁵ These participation rates are from the Census, and differ slightly in their manner of compilation from the rates in Table 8, which are from the Labour Force Survey.

Table 8 – Labour Force Participation Rates at Annual Averages* 1950–63

Year	14 and Over Both Sexes	Males				Females			
		Total	45–54	55–64	65 and Over	Total	45–54	55–64	65 and Over
1950....	53.7	84.0	96.0	86.8	40.4	23.2	18.9	13.2	4.2
1951....	53.7	83.9	96.2	86.4	37.9	23.5	20.3	12.7	4.1
1952....	53.5	83.4	95.9	86.5	36.7	23.7	20.6	13.4	3.9
1953....	53.1	82.9	95.6	86.5	34.8	23.4	20.5	12.9	3.6
1954....	52.9	82.2	95.6	85.4	33.2	23.7	21.1	14.0	3.7
1955....	52.9	82.1	95.9	86.1	32.3	23.9	22.2	14.7	3.9
1956....	53.5	82.2	96.0	86.4	34.1	24.9	24.4	15.9	4.5
1957....	54.0	82.3	96.2	87.3	34.2	25.8	26.2	18.1	5.0
1958....	53.9	81.7	96.1	87.1	32.2	26.3	27.5	19.0	5.2
1959....	53.9	81.1	96.1	86.8	31.1	26.7	28.7	20.0	5.1
1960....	54.3	80.8	96.4	86.8	30.2	28.0	30.4	21.2	5.5
1961....	54.3	80.0	95.8	86.6	29.1	28.8	32.2	23.2	5.8
1962....	54.1	79.3	95.6	86.1	28.4	29.1	33.3	23.8	5.5
1963....	54.0	78.8	96.0	86.0	26.3	29.6	34.7	24.7	5.8

* Average civilian labour force as percentage of average civilian, non-institutional population.

Source: Labour Force Survey, DBS.

Broken down into smaller age groups, the rates appear as follows:

**Table 9 – Participation Rates for Older Males,
June, 1961**

<i>Age</i>	<i>Rate</i>
45-64	88.6
45-54	92.5
55-59	87.5
60-64	76.8
65 and Over	29.5
65-69	48.4
70 and Over	18.8

increases in female participation have shown up at all age levels over 20 years of age, with particularly rapid growth in the group aged 45-54.

While the male population aged 65 and over has continued to grow, the number of men of this age in the labour force has been declining since 1957 with a particularly large decrease between 1962 and 1963 (see Table 10). During 1946-1957, this group remained at approximately the same size, with consequent decreases in participation rates.

Regional Labour Force Participation

There are fairly wide differences in the extent to which older persons participate in the labour force of the various regions of Canada.

**Table 10 – Males Aged 65 and Over in the Labour Force,
1946-57, at Annual Averages, in Thousands**

1946.....	208	1952.....	201	1958.....	197
1947.....	203	1953.....	195	1959.....	191
1948.....	208	1954.....	191	1960.....	187
1949.....	212	1955.....	190	1961.....	182
1950.....	209	1956.....	204	1962.....	179
1951.....	201	1957.....	207	1963.....	167

Source: Labour Force Survey.

These differences, which are shown for 1961 and for 1931 in Tables 11 and 12, reflect differences in the type of workers required by the various industries that are basic to the economies of the regions.⁶

In 1961 Ontario had the highest participation rates of all the regions for men aged 65 and over, and British Columbia had by far the lowest. The rate for Ontario reflects the rapid industrial growth of the province during the postwar period, and the persistent labour shortages that have accompanied this growth. These shortages have meant that older persons willing and able to work have had a better chance of employment in Ontario than in other regions. The number of people who re-settle in British Columbia after retirement (in other provinces) may partly account for the province's low participation rates for males aged 45 and over; the importance of the mining and forestry industries in the economy of the province (along with the relative unimportance of farming) is probably another factor tending to keep the B.C. labour force young.

In 1931 the Maritime and Prairie provinces showed the highest participation rates for males aged 65 and over. This was a year of severe

⁶ Age and sex composition may be another factor. For example, given the demand, a shortage of younger workers is likely to increase opportunities for older workers.

Table 11 – Labour Force Participation Rates, by Age, Sex and Region, 1961

	Atlantic	Quebec	Ontario	Prairies	British Columbia
Males					
14-19.....	38.0	40.3	42.8	46.0	41.1
20-24.....	85.1	85.6	90.4	90.8	88.9
25-44.....	89.7	93.9	96.7	96.0	94.7
45-64.....	82.2	87.4	91.3	91.3	86.1
65 and Over.....	25.8	28.7	33.0	32.6	20.4
Females					
14-19.....	29.1	38.2	35.3	30.7	29.1
20-24.....	45.0	51.5	52.0	48.5	45.0
25-44.....	24.6	26.1	35.2	31.6	24.6
45-64.....	23.7	24.4	34.6	31.7	23.7
65 and Over.....	5.7	7.7	8.0	5.9	5.7

Source: Census of Canada, 1961.

depression and so the competitive position of older workers in the labour market was particularly poor. The importance of own-account farming in the economies of these regions explains to a large extent why their older male residents showed a relatively high level of labour force participation in 1931.

The degree of participation of older women in the various regions tends roughly to parallel that of women of all ages. In 1961 Ontario, with its large market for clerical and service workers, showed the highest women's participation rates. Since 1951 participation rates for women in the Prairie Provinces have increased to a marked degree.

Table 12 – Labour Force Participation Rates, by Age, Sex, and Region, 1931

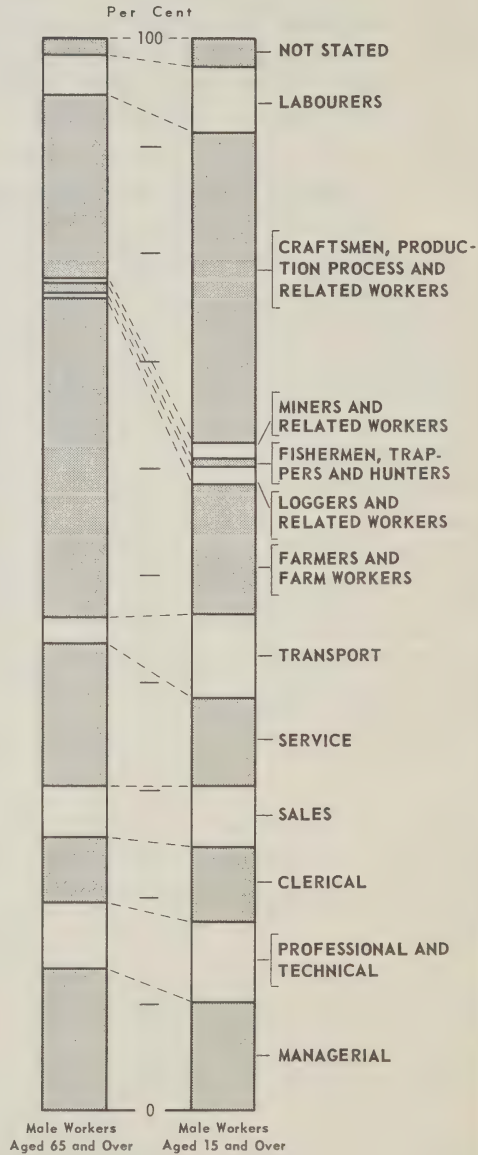
Age Group	Maritimes	Quebec	Ontario	Prairies	British Columbia
Males					
14–19.....	49.8	58.0	47.8	50.8	43.1
20–24.....	91.5	92.1	92.0	94.2	93.7
25–44.....	96.9	97.5	97.7	98.3	98.1
45–64.....	95.2	93.0	94.1	96.0	94.1
65 and Over.....	65.8	49.7	54.1	59.6	56.3
Females					
14–19.....	18.6	24.7	24.4	15.2	22.7
20–24.....	37.1	41.4	47.2	37.6	47.0
25–44.....	15.2	19.6	19.4	13.4	17.3
45–64.....	10.1	12.1	11.7	9.9	10.7
65 and Over.....	6.4	7.2	5.6	6.2	5.3

Source: Census of Canada, 1931.

OCCUPATIONS OF OLDER MEN IN 1961

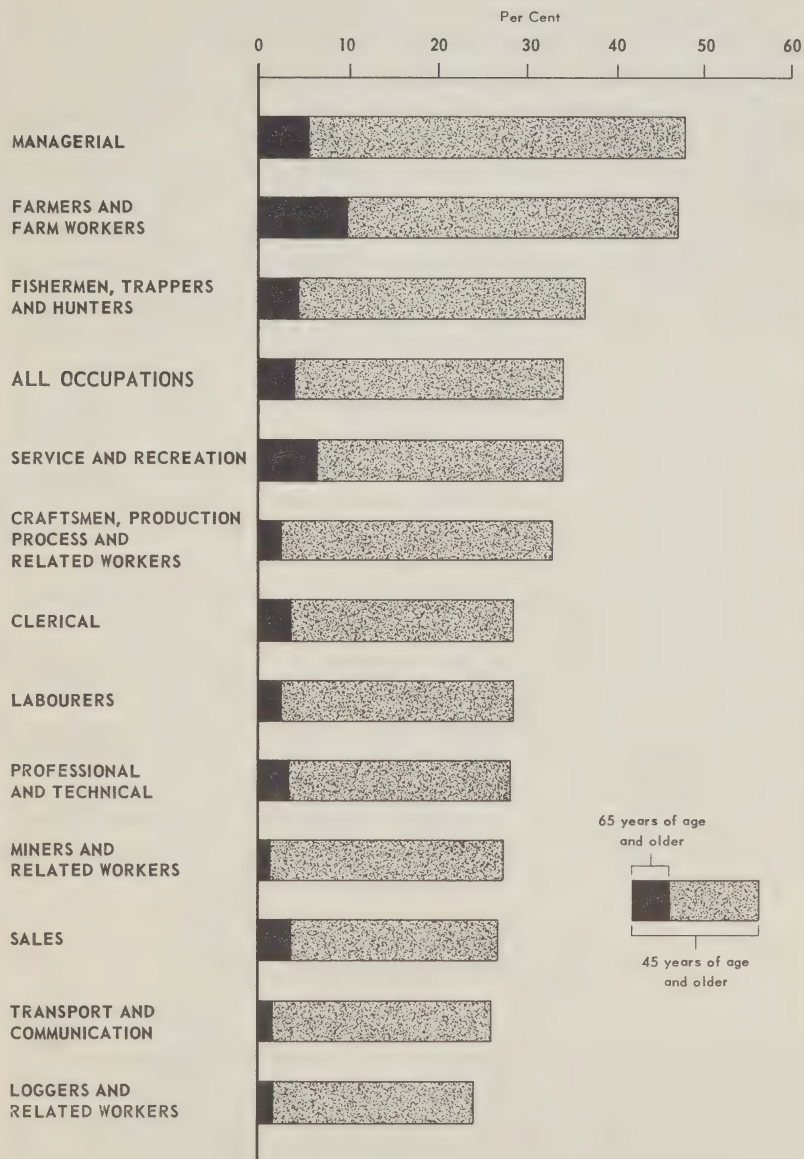
Largest proportions of the male labour force aged 65 and over were among Farmers and Farm Workers; Craftsmen, Production Process and Related Workers; Managerial; and Service and Recreation

Greatest contrasts with the percentage distribution of total male labour force were among Farmers, Craftsmen, and Service workers



Source: Census of Canada, 1961.

PERCENTAGE OF MALE WORKERS OF GIVEN AGE AND OLDER
IN VARIOUS OCCUPATIONS 1961



Source: Census of Canada, 1961.

Chapter 3 – IN WHAT INDUSTRIES AND OCCUPATIONS ARE OLDER PEOPLE EMPLOYED?

The age at which workers begin to find employers reluctant to hire them and the age at which they may, for one reason or another, be unable to continue working at their accustomed jobs or, if laid off find work in another place,¹ tends to vary from one industry to another, and between different levels of skills. The reasons for divergencies in industrial and occupational age distributions are numerous and complex. They include variations in retirement policy as between industries, differing physical demands of occupations, educational requirements and consequent differences in the length of training. An examination of the distributions of younger and older workers is undertaken in the expectation that such a study will shed some light on these factors.

The comparison between young and old will be looked at in two ways: first, in terms of the distribution (that is, the proportions of all workers of a given age and sex that are working in each industrial and occupational group) and, second, in terms of the concentration of older workers within each occupational group (i.e., the percentage of all workers in a particular occupation who are of a given age or older). An "index of concentration" will be used to illustrate the second aspect. This index is the percentage of workers in a given age group for a particular occupation divided by the percentage of the whole labour force that consists of workers in the same age group. Thus, if the percentage of workers of an older age range in a particular occupation is average for the labour force as a whole, the index of concentration for that occupation will be 100. If, among older workers, the percentage in the occupation is double that for the whole labour force, the index would be 200, and if it is half that of the whole labour force, the index would be 50. These comparisons are presented visually in the charts on pages 26 and 35.

EMPLOYMENT OF OLDER MEN

Industrial Attachment

The industrial attachment of older male workers is heavily weighted in favour of agriculture and the service industries. As workers move into higher age groups, these industries employ an increasing proportion of the total number in the group. Together they account for over one half of those 65 years or older, as opposed to 30 per cent of the total labour force. Manufacturing, which employs from 24 to 26 per cent of various age groups up to age 65, accounts for only 16 per cent of those who have reached the normal retirement age.

¹ Mobility of older workers is much lower than for the young, and this factor limits their job opportunities significantly.

**Table 13 – Percentage Distribution of Male Workers
of Various Ages, by Industry, 1931 and 1961**

Industry	All Ages		45–54		55–64		65 and Over	
	1931	1961	1931	1961	1931	1961	1931	1961
Males								
Agriculture	33.8	12.3	31.1	13.2	37.4	17.0	49.2	28.7
Forestry and Logging ..	1.5	2.3	1.3	1.9	1.1	1.9	0.8	1.0
Fishing, Hunting and Trapping	1.4	0.7	1.4	0.8	1.5	0.8	1.9	0.8
Mining, Quarrying and Oil Wells	2.2	2.5	2.2	2.3	1.7	2.0	1.1	0.8
Manufacturing	18.4	25.7	18.0	26.0	15.7	23.9	11.6	16.2
Construction	7.6	9.9	9.1	9.2	8.6	7.7	7.4	6.1
Transportation, Storage, Communication	7.8	8.6	8.9	8.5	7.1	8.9	3.6	3.1
Electricity, Gas, Water	0.7	1.4	0.8	1.3	0.6	1.3	0.4	0.5
Trade	9.3	13.7	9.5	12.8	8.4	11.0	7.1	12.3
Finance, Insurance and Real Estate	2.1	2.7	1.9	2.7	1.6	2.8	1.4	4.1
Service	10.0	17.7	11.6	19.3	11.5	20.4	10.8	25.1
Not Specified	5.1	2.5	4.2	2.2	4.6	2.4	4.6	1.2
Total	99.9	100.0	100.0	100.0	99.8	100.1	99.9	100.0

Source: Census of Canada 1931 and 1961.

Table 14 – Index of Concentration by Age and Industry, By Sex, 1931 and 1961
(Industries are grouped according to the 1951
Census Standard Industrial Classification)

Industry	Males				Females			
	45 Years and Over		65 Years and Over		45 Years and Over		65 Years and Over	
	1931	1961	1931	1961	1931	1961	1931	1961
Agriculture	106	136	145	241	415	141	732	145
Forestry and Logging	76	78	51	44	142	101	—	—
Fishing, Hunting and Trapping	103	110	131	111	245	106	430	—
Mining, Quarrying and Oil Wells	85	84	48	34	48	48	—	—
Manufacturing	91	95	63	65	58	80	38	48
Electricity, Gas, Water ..	114	92	98	38	48	63	11	—
Construction	96	86	47	63	61	78	39	—
Transportation, Storage, Communication	98	96	62	37	34	62	13	27
Trade	95	91	77	92	63	105	38	70
Finance, Insurance, Real Estate	84	109	68	154	30	54	8	40
Service	115	104	109	128	111	113	106	142
Personal	104	119	78	177	121	120	126	195
Not Specified	87	86	91	48	64	68	45	64

In general, industries with a high own-account component (agriculture, hunting, fishing and trapping, finance, insurance and real estate) and industries with a need to keep wages low because of the high labour content of output (clothing manufacturing, personal service) tend to have high concentrations of older workers. Low-wage industries probably show their highest concentration of older workers in times of labour shortages. Factors that play a part in keeping down the average age of workers in manufacturing are technological change and employer preference for younger workers in occupations that involve high-speed operations. An opposing tendency would be seniority provisions, which tend to favour older workers in time of layoff. As noted above, these factors tend to produce a fairly constant concentration up to age 65. The pattern of compulsory retirement at age 65 causes a sharp drop in the index of concentration after that age level.

Occupational Attachment

Table 15 shows that in 1961 the occupations employing the largest numbers of males aged 65 and over were agricultural, manufacturing, proprietary and managerial, and service occupations. Although a large

**Table 15 – Percentage Distribution of Male Labour Force
for Various Ages, by Occupation, 1921 and 1961**

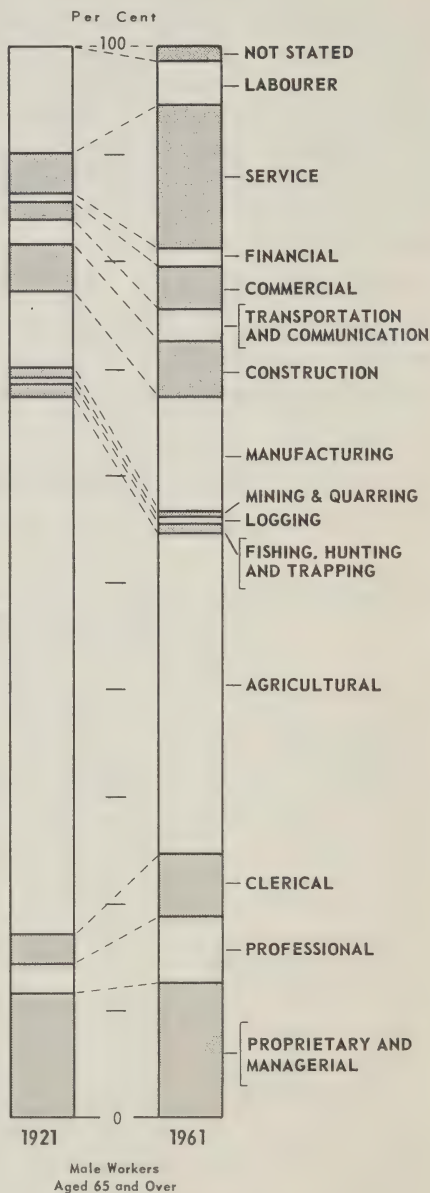
Occupation Group	1921			1961				
	All Ages	50-64	65 and Over	All Ages	45-54	55-59	60-64	65 and Over
Males								
All Occupations	99.9	100.2	99.8	100.0	100.0	100.0	100.0	100.0
Proprietary and Managerial	9.3	13.3	11.5	9.6	14.2	12.7	11.9	12.5
Professional	2.9	3.4	2.9	7.7	6.9	5.9	5.8	6.4
Clerical	4.7	3.0	2.7	6.7	5.4	5.5	6.0	6.0
Agricultural	38.2	41.0	50.3	12.2	13.5	16.7	18.7	29.8
Fishing, Hunting, Trapping	1.1	1.1	1.3	0.8	0.8	0.8	0.9	0.9
Logging	1.3	0.9	0.6	1.7	1.3	1.3	1.2	0.6
Mining and Quarrying ..	1.8	1.4	0.9	1.4	1.3	1.2	1.0	0.4
Manufacturing (and Light and Power)	10.3	9.3	7.0	18.4	19.3	18.1	16.5	10.8
Construction	4.5	4.9	4.5	7.1	7.8	7.5	6.7	5.1
Transportation (and Communication)	6.1	4.5	2.2	9.7	8.7	7.9	7.5	3.1
Commercial	4.3	2.9	1.8	5.6	4.6	3.8	3.7	4.0
Financial	0.6	0.8	0.7	1.0	1.2	1.1	1.1	1.6
Service	3.6	3.2	3.5	8.5	7.1	8.6	10.4	13.4
Labourer (ex. Agriculture, Logging, Fishing) ...	11.2	10.5	9.9	6.9	5.6	6.2	6.4	4.2
Not Stated	—	—	—	2.7	2.4	2.6	2.3	1.2

Source: Censuses 1921 and 1961. 1951 Occupational Classification is used.

CHANGES IN OCCUPATIONS OF OLDER MEN FROM 1921 TO 1961

There has been some decline since 1921 in the proportion of older men in Agricultural.....

Over the same period there has been a marked increase in the proportion in Service occupations.....



Source: Census of Canada 1921 and 1961
(1951 Census Occupational Classification)

proportion of males aged 65 and over were employed in manufacturing, a substantially greater proportion of the younger age groups worked in these occupations. In agricultural, proprietary and managerial, and service occupations, the proportion of older workers was higher than the proportion of all workers.

A comparison between Table 15 and the index of concentration given in Table 16 shows that the occupations with the highest concentrations in the older age groups are not necessarily the largest employers of older workers. The financial occupations (insurance, real estate, and stock and bond brokers) had one of the oldest work-forces of all major occupational groups, but this industry is a relatively small employer of labour. On the other hand, it is apparent that logging, mining and quarrying, transportation and communication, construction, manufacturing, commercial and labourer are the "young man's" occupations.

The proprietary and managerial group showed a higher than average proportion of older workers, but more so for the over 45 than for the over 65. Managerial status is usually achieved as the culmination of a career and therefore it is reasonable to expect proprietors and managers to be older than the average for their age groups. At the same time, there is a tendency for officials of corporations, governments and institutions to retire at least by the age of 70, which probably accounts

**Table 16 – Index of Concentration for Age, by Occupation, Males,
1921 and 1961**

Occupation Group	1921		1961	
	50 and Over	65 and Over	45 and Over	65 and Over
Proprietary and Managerial.....	138	123	140	131
Professional	112	100	85	84
Clerical	63	58	83	89
Agricultural.....	113	132	137	244
Fishing, Hunting, Trapping.....	107	121	108	114
Logging	62	46	71	36
Mining and Quarrying.....	72	49	80	29
Manufacturing (and Light and Power)	83	68	96	58
Construction	110	100	102	72
Transportation (and Communication).....	64	36	79	32
Commercial	61	43	75	71
Financial.....	130	121	122	162
Service.....	89	96	100	156
Labourers.....	92	88	82	61
SELECTED OCCUPATIONS				
Retail Merchants	134	118	141	155
Builders and Contractors.....	174	191	118	95
Engineers.....	81	62	67	93
Physicians and Surgeons.....	146	116	107	144
Teachers	73	45	83	47
Janitors and Sextons	239	317	140	174

Source: Census of Canada 1921 and 1961.

for the drop in concentration of the group age 65 and over (for example, in 1961, from 140 to 131 for men).

The service occupations, which include hotel and restaurant workers, janitors, watchmen, laundry workers and similar occupations, had a high concentration of older workers in 1961. Since this is one of the largest occupational groups, it accounts for a large proportion of older workers, both men and women. These are typically low-paid jobs, so that in times of "full employment" the employer of service workers has to take whomever is available and, since they are usually low prestige jobs as well, the applicants for work tend to be people who either are having difficulty getting placed elsewhere or are encouraged to re-enter the labour force from one of the "out of the labour force" categories.

Agriculture shows a high concentration of older workers, for reasons already touched on. Agricultural workers are largely own-account workers and therefore do not, for example, follow a general practice of retirement at age 65. In addition, a large amount of capital is required for many types of farming which makes it difficult for young workers to enter the field.

The rigours of occupations in mining, logging and transportation have produced an extremely low concentration of older workers in these activities, especially of workers aged 65 and over.

Patterns of Older Worker Employments

The occupations and industries that show high concentrations of older male workers have certain features that differentiate them from occupations and industries of low concentration;

- a) ***Physical requirements.*** With the possible exception of construction occupations, none of the occupations with higher than average concentrations of older workers involves heavy physical labour. It is physically possible, for example, to continue working in most service and financial occupations until quite late in life. In fact, the mature judgment that comes with older age is a valuable asset in these particular occupations.
- b) ***Own-account or employer status.*** This is an important factor causing high concentrations of older workers in financial and in proprietary and managerial occupations. While the professional group is below average in its concentration of older workers, the subgroups of physicians and surgeons, which is highly own-account in character and into which the rate of entry of young practitioners is quite low, shows a high concentration of older workers. (See "Selected Occupations" at the bottom of Table 16.) Employment in small establishments is probably also associated with high concentrations of older workers: this might be true for construction and for some occupations in the financial sector, and is certainly true in agriculture.

- c) **Relatively low wages.** This would seem to be an important explanation for the high concentrations of older workers in many service occupations and in those types of manufacturing occupations in which concentrations of older workers are to be found. To the economist, low wages and low productivity go hand in hand, but this assumes some degree of worker mobility. Where there is a group of workers with no place else to go, they will be available to low-wage paying employers, whatever their productivity as workers. Conversely, low-wage levels in an occupation provide the dubious advantage of a relative monopoly for the most productive group of workers who are willing to work for low wages. Labourers receive relatively low wages, but the arduous nature of much of this work probably tends to keep down the concentration of older workers in this occupational group.
- d) **Education and training.** Older people have, on average, substantially less formal education than younger workers. There is a growing tendency on the part of larger organizations to tie job qualifications to formal education, with high school graduation a minimum for most white-collar jobs. This is probably an important reason for the low proportion of older men in jobs in the clerical and commercial groups.

Changes in Men's Employments

An indication of what has happened to the *industrial* distribution between 1931 and 1961 is given in Table 13. Although some caution must necessarily be exercised in this comparison because of the relatively low demand for labour that prevailed in 1931, it clearly reveals two major trends. First, older workers have moved out of agriculture much more slowly than younger workers. Thirty-three years ago, 34 per cent of the male labour force were farm workers, but by 1961 the proportion had dropped to 12 per cent. Among workers 65 years of age and over, 28 per cent were still engaged in agriculture in 1961, against 49 per cent in 1931.

The second feature, stemming from the substantial growth of job opportunities in service-producing industries, is the large increase in the proportion of older workers engaged in these industries. In 30 years the proportion of older workers in these industries increased from 11 per cent of the work force aged 65 and over to 25 per cent. On a somewhat smaller scale, there was also a substantial increase in the proportion employed in financial institutions – from 1.4 per cent to 4.1 per cent.

For technical reasons, the comparison of occupational distribution over time is based on 1921-1961 rather than 1931-1961. This comparison, nevertheless, confirms many of the features indicated in the industrial comparison. In 1921, just over half the total male labour force aged 65 and over was in agricultural occupations, as compared to less than a third in 1961, despite the fact that male agricultural workers were older,

on average, in 1961 than in 1921. Labouring occupations had a somewhat higher concentration of older male workers in 1921 as compared with 1961, and, as Canadian industry was much less mechanized in 1921, labourers then made up a larger proportion of the male labour force both young and old.

Apart from agricultural occupations, the most significant difference between the older labour forces of 1921 and 1961 was in the service occupations. In 1921, the service occupation had a somewhat lower than average concentration of older workers, and only 3.5 per cent of the male labour force aged 65 and over had service jobs; in 1961, the service occupation showed a considerably higher than average concentration of older workers, and 13.4 per cent of the labour force aged 65 and over did work of this kind. The high immigration of the first two decades of the century, together with the existence of greater alternative opportunities for older workers in own-account activities, provides a partial explanation for the relatively low concentration of older male workers in the service occupations in 1921.

EMPLOYMENT OF OLDER WOMEN

Industrial Distribution

The broad group of service-producing industries (i.e., all industries not engaged in the production of goods) provided, in 1961, 77 per cent of all jobs for women workers, and accounted for 85 per cent of women workers 65 years and over (Table 17). In the group of women 45 years

Table 17 – Percentage Distribution of Female Workers by Industry, 1931 and 1961

Industry	All Ages		45–54		55–64		65 and Over	
	1931	1961	1931	1961	1931	1961	1931	1961
Females								
Agriculture	3.6	4.5	10.0	6.0	17.6	6.7	26.7	6.5
Forestry and Logging ..	—	0.1	0.1	0.1	—	0.1	—	0.1
Fishing, Hunting and Trapping	0.1	—	0.1	—	0.2	—	0.3	—
Mining, Quarrying and Oil Wells	0.1	0.3	—	0.2	—	0.1	—	0.1
Manufacturing	18.4	17.5	12.4	15.4	9.7	13.0	6.9	8.4
Construction	0.2	0.7	0.2	0.6	0.1	0.5	0.1	0.3
Transportation, Storage, Communication	3.4	3.6	1.5	2.4	0.9	2.4	0.5	1.0
Electricity, Gas, Water ..	0.3	0.5	0.2	0.3	0.1	0.3	—	0.1
Trade	12.8	17.0	9.8	19.7	6.9	15.6	4.9	11.9
Finance, Insurance and Real Estate	3.7	5.9	1.6	3.3	0.9	3.2	0.3	2.4
Service	56.8	47.5	63.6	50.3	63.3	56.6	60.0	67.8
Not Specified	0.5	2.4	0.4	1.7	0.4	1.4	0.3	1.5
Total	99.9	100.0	99.9	100.0	100.1	99.9	100.0	100.0

Source: Census of Canada 1931 and 1961.

and over, the proportions employed in the service industry proper (which includes education) ranged from 50 per cent for the 45-54 group to 68 per cent for those 65 years and over. Job prospects for women workers very obviously depend heavily on the prospective growth trend of this industry.

Occupational Distribution

In 1961 the largest occupational groups for women aged 65 and over were service, professional and clerical occupations. Compared with the female labour force as a whole, these older women were much more involved in service occupations and much less in clerical and commercial occupations. However, the 11.5 per cent of the female labour force aged 65 and over who worked at clerical occupations in 1961 shows a considerable advance over the 1.6 per cent who worked in these occupations in 1921.

Table 18 — Percentage Distribution of Female Labour Force
for Various Ages, by Occupation, 1921 and 1961

Occupation Group	1921			1961				
	All Ages	50-64	65 and Over	All Ages	45-54	55-59	60-64	65 and Over
Females								
All Occupations	100.0	100.1	99.9	100.0	100.0	100.0	100.0	100.0
Proprietary and Managerial	2.2	6.2	5.5	2.9	5.3	5.6	5.8	6.4
Professional	18.7	17.8	15.5	15.5	15.6	16.4	15.6	17.0
Clerical	18.5	3.1	1.6	28.6	22.0	18.7	17.4	11.5
Agricultural	3.6	17.4	26.7	4.3	5.8	6.8	6.4	6.4
Manufacturing	18.0	12.4	7.5	9.9	9.5	9.1	8.6	8.2
Transportation (and Communication)	3.0	0.4	0.1	2.2	1.8	2.0	1.7	1.1
Commercial	8.4	2.6	0.8	10.9	12.3	9.7	8.5	6.3
Financial	0.1	0.1	0.1	0.2	0.3	0.3	0.3	0.3
Service	27.1	39.4	41.5	22.6	24.4	28.8	33.4	40.6
Other Occupations (and "Not Stated") ..	0.4	0.7	0.6	2.9	3.0	2.6	2.3	2.2

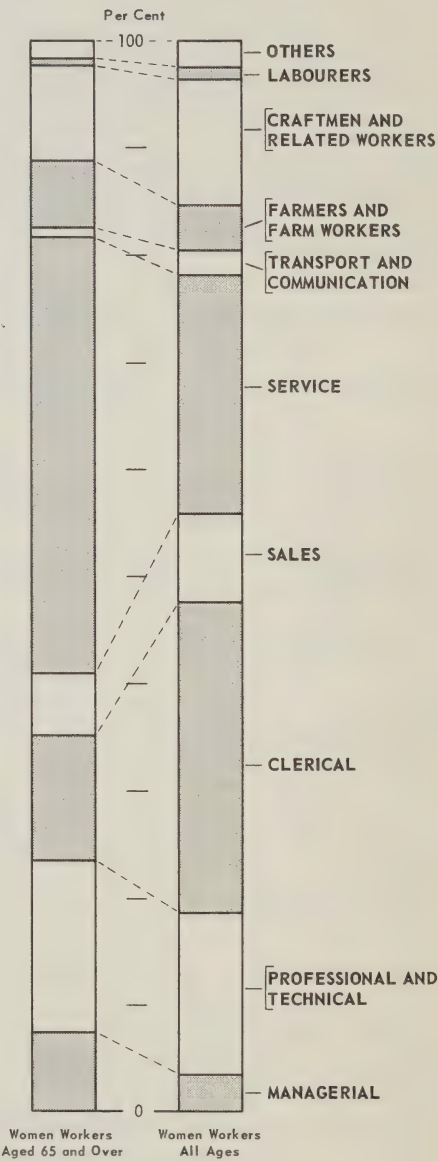
Source: Censuses 1921 and 1961, 1951 Occupational Classification is used.

Occupational concentration among older women was in some respects similar to occupational concentrations among older men. The financial, proprietary and managerial, agricultural and service occupations showed higher than average concentration of older women workers. Clerical occupations, transportation occupations, including communications (which in this case means chiefly employees of telephone companies), manufacturing occupations and commercial occupations appear to provide a better field for the younger women. In spite of this low concentration of older women, the clerical field has grown so much as to become, as was already mentioned, one of the larger employers of older

OCCUPATIONS OF OLDER WOMEN IN 1961

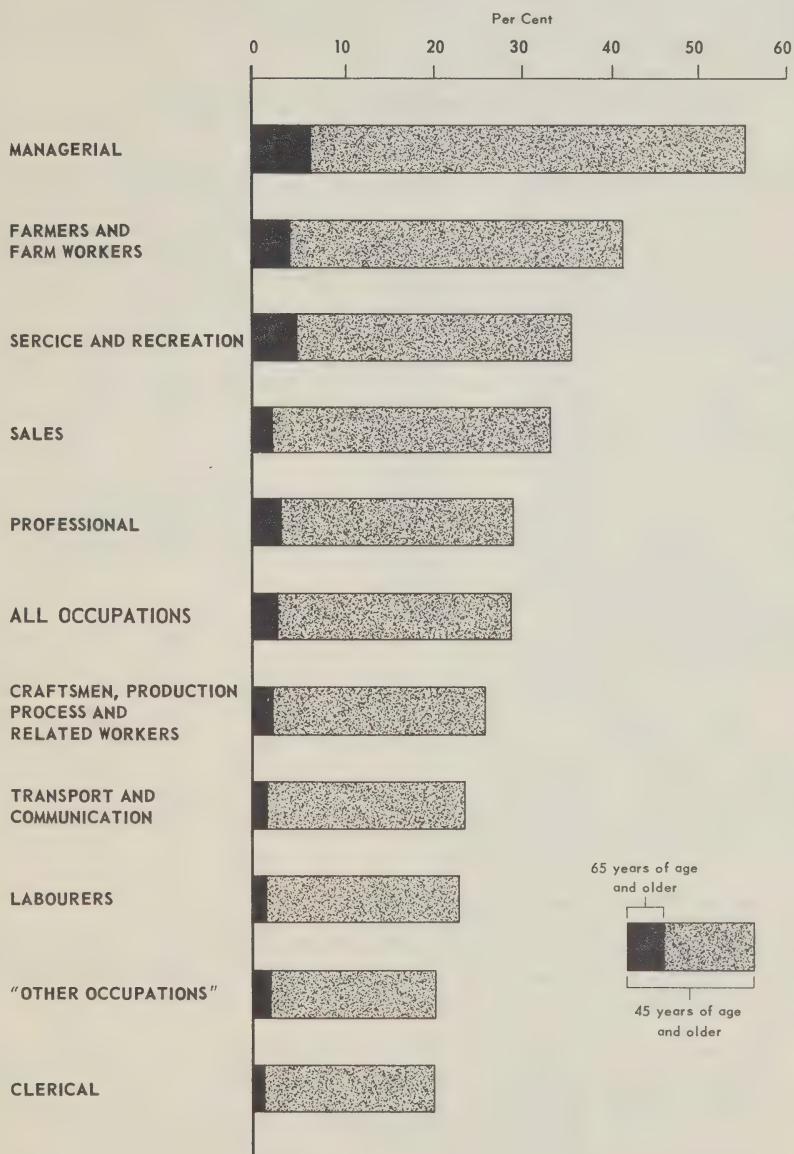
In 1961 a considerable greater proportion of older women than younger women were in Service occupations

..... while a considerably smaller proportion were in Clerical occupations



Source: Census of Canada 1961

PERCENTAGE OF FEMALE WORKERS OF GIVEN AGE AND OLDER
IN VARIOUS OCCUPATIONS 1961



Source: Census of Canada, 1961.

women. The professional group had a somewhat higher than average concentration of older women workers, but, as may be seen from an examination of the "Selected Occupations" at the bottom of Table 19, this arises largely from the inclusion of religious workers in the professional group. Manufacturing would also be somewhat lower in concentration of older female workers except for the inclusion of own-account seamstresses and dressmakers in the group.

Table 19 – Index of Concentration for Age, by Occupation, Females, 1921 and 1961

Occupation Group	1921		1961	
	50 and Over	65 and Over	45 and Over	65 and Over
Proprietary and Managerial.....	273	250	190	220
Professional	92	83	102	110
Clerical	15	9	69	40
Agricultural.....	536	733	142	148
Manufacturing	62	42	93	83
Transportation and Communication	10	5	80	48
Commercial	26	9	105	62
Financial.....	180	115	112	139
Service	147	153	123	180
Other Occupations	156	142	80	65
SELECTED OCCUPATIONS				
Proprietors and Managers				
Retail Trade	288	283	203	280
Professionals – Nurses.....	88	66	95	86
Teachers.....	57	43	115	80
Religious Workers.....	215	272	149	625
Other	113	62	76	97
Telephone Operators	5	2	80	46
Personal Service.....	148	154	124	182

Source: Census of Canada 1921 and 1961.

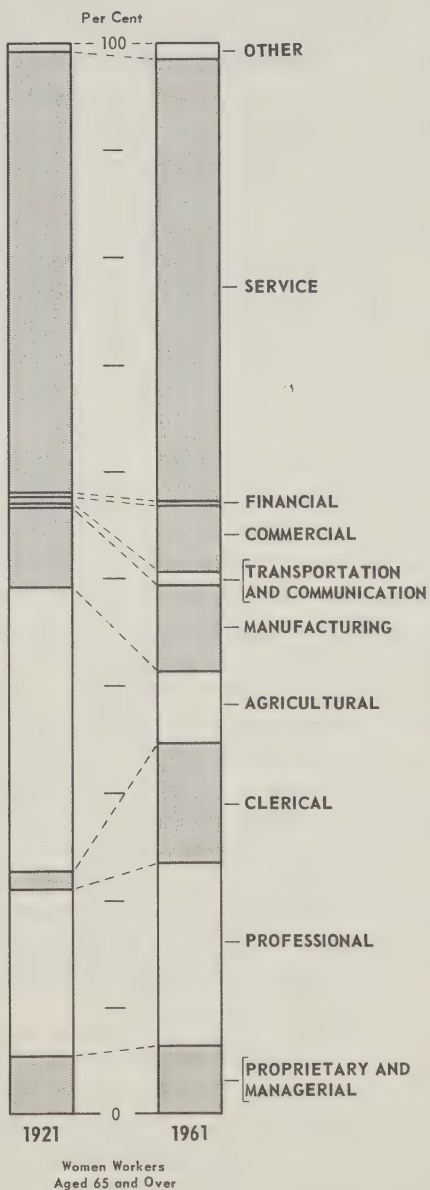
Patterns of Older Women's Employments

The occupations that employ older women fall within the groups in which women of all ages tend to be employed, and also have some of the following characteristics:

- a) **Low wages.** Women in service occupations, are for the most part, at the bottom of the female wage scale; and female wages are, on average, lower than those of male workers. (The low prestige of domestic service may be as important as low wage levels in determining the age composition of this occupation.) In agricultural occupations, women are almost entirely unpaid workers on family farms.
- b) **Own-account status or employment by a small concern.** This is a pattern for service occupations, for financial occupations, and for subgroups in manufacturing in which older women are most

CHANGES IN OCCUPATIONS OF OLDER WOMEN FROM 1921 TO 1961

The most striking change between 1921 and 1961 was the decrease in the proportion of older women working in Agriculture.....



Source: Census of Canada 1921 and 1961
(1951 Census Occupational Classification)

numerous. The retirement policies of large employing organizations may partly account for the low concentration of older female workers in teaching² and nursing.

- c) *Education and training.* Apart from clerical work and the "women's" professions, a minimum of training and formal education is required in those occupations in which women are extensively employed. As may be seen in Table 19, women aged 65 and over are under-represented in clerical work, nursing and teaching.
- d) *Qualifications to "deal with the public".* In sales and secretarial work (and in some special occupations such as those of receptionist or airline stewardess), there is a definite competitive advantage to being "presentable" in the sense of having youthful appearance. Prejudices in this matter are apparently weakening somewhat, since in recent years an increasing number of women over 45 have been finding employment in sales work for department stores. However, given adequate supplies of younger women, this preference does tend to keep down the average age of employees in these occupations.

Changes in Older Women's Employments

In 1921 there was a considerably larger proportion of older women than in 1961 listed as employed in agricultural occupations, and the concentration of older female workers in agriculture was much higher. This difference may be in part a statistical phenomenon, due to different criteria of employment used in 1921 and 1961, but there is also another probable explanation. In 1921, not many married women (apart from those in extreme low-income families) participated in the labour market, except as unpaid family workers. Thus, the labour force included unmarried women (mostly young), married women from low-income families working in the service and manufacturing occupations, wives of farmers and small businessmen (mostly older women), and a sprinkling of other married women of various ages. Because, on the average, married women were older than single women, and because farmers' wives formed a large proportion of married women in the labour force, they also formed a substantial proportion of the older women in the labour force, and agricultural occupations had higher than average concentrations of older women workers.

The shift in the proportion of older women workers in agriculture so dominates the changes in age distribution between 1921 and 1961 that it is difficult to discover very significant changes in other occupational areas. The proportion of the older female labour force in clerical and commercial activities increased over the 1921-1961 period, and the concentrations of older workers in these occupations increased moderately.

² There is a fairly high concentration of female teachers aged 45 and over, but a low concentration of those aged 65 and over. This would appear to result from retirement age policies.

Chapter 4 – UNEMPLOYMENT OF OLDER WORKERS

The official measure of unemployment is based on a sample survey which estimates the number of people who are (1) available for work and (2) actively seeking work plus those persons on temporary layoffs (less than 30 days) from their regular jobs. There are a number of reasons why some people may be available for, but not actively seeking work: for example, in a small labour market, people may be aware that there are no vacancies; where jobs are in short supply, some workers may feel that the applications of others will be given priority and so do not actively seek work; an available person may have particular requirements (as to type of job or remuneration) that tend to reduce his or her workseeking activities; the receipt of welfare or other payments may be contingent on the worker's availability for work, which, in the case of Canadian Unemployment Insurance benefits, is established when the claimant registers with the National Employment Service. In addition, the stigma sometimes attached to unemployment may lead some available workers to take refuge in the respectable statuses of the retired or the housewife (some of these may not even admit to having sought work).

There are a number of reasons why older persons who are out of jobs may be less likely than other persons to actively seek work, even though some may be available for work, given the right opportunities.

As long as there is little opportunity for work they may consider themselves as retired, even when some demand for labour exists they may feel that younger workers will be preferred, or they may be unemployable in the occupations that they followed most of their lives, and unwilling to work at anything else. Most persons laid off from a firm for indefinite periods will seek employment elsewhere, but some, especially older persons, may temporarily retire waiting and hoping to be recalled.

When people are being interviewed for the Labour Force Survey, they are asked what they or members of their household did mostly during the survey week. When the response is something other than that the person in question worked or looked for work, the enumerator tries to determine whether or not the person has a job and, if not, whether he or she is permanently unable to work, kept house during the survey week, went to school, was retired or voluntarily idle, or was out of the labour force for some other reason. There is probably some tendency for an older man not working to say that he is retired (or for someone else to make that statement for him) even where some effort may have been made to find employment, such as registering with the National Employment Service. The Survey uses the availability concept in one respect; persons who did not look for work because they believed that no work was available are listed as seeking work. This last category of persons is probably a difficult one for which to get accurate responses.

The statistics of the number of persons registered with the National Employment Service provide a measure of available manpower not at work. A large proportion of those registered with local offices of the Service receive Unemployment Insurance or local welfare benefits, and are therefore required by law or regulation to be available for work. Most of these will actively seek work; the remainder, largely made up of some seasonal workers, some women and older workers, will assume a more passive attitude towards finding employment. This is one of many reasons why the total number of persons registered at NES offices may differ from the Labour Force Survey estimate of persons without work and seeking work; and the discrepancy is usually greater on this account for older men and women, who may, in some instances, be more-or-less retired, although registered for work.

Appendix: Table F¹ shows that for males the lowest incidence of unemployment is exhibited by the group aged 65 and over. Apart from this group, the group aged 35-44 show the lowest rates, and the next two age groups show slightly but consistently higher unemployment rates. The drop in unemployment rates for males aged 65 and over is due to retirements, but, as may be seen when a comparison is made with Table 21, many of these older retired workers may be regarded as available for work given suitable opportunities.

Table 20 – Unemployment Rates, by Age and Sex, Annual Averages, 1953–63

	1953	1954	1955	1956	1957	1958	1959	1960	1961	1962	1963
Both Sexes,											
All Ages.....	3.0	4.6	4.4	3.4	4.6	7.1	6.0	7.0	7.2	5.9	5.5
Males											
All Ages.....	3.4	5.1	4.9	3.9	5.3	8.2	7.0	8.2	8.4	6.9	6.4
Under 20.....	7.2	10.0	10.1	8.1	11.2	16.7	14.3	16.3	16.6	14.5	14.0
20–44.....	3.2	5.0	4.6	3.6	5.2	8.0	6.7	7.9	8.2	6.5	6.0
45–64.....	2.8	4.3	4.2	3.3	4.2	6.7	5.8	6.9	7.3	6.0	5.4
65+	3.1	3.7	4.2	3.4	4.3	5.1	5.2	4.8	6.0	5.6	4.8
Females											
All Ages.....	1.6	2.6	2.6	1.9	2.3	3.6	3.0	3.6	3.7	3.3	3.3
Under 20.....	2.8	5.4	5.0	4.3	4.6	7.4	6.7	8.6	9.0	7.9	7.8
20–44.....	1.5	2.4	2.1	1.6	0.9	3.1	2.5	2.8	3.1	2.8	2.7
45–64.....	0.5	1.3	2.0	1.4	1.3	2.4	1.9	2.0	2.3	2.2	2.2
65+	—	—	—	—	—	—	—	—	—	—	—

Source: Labour Force Survey.

The contrast between the two series, as may be seen by comparing Tables 20 and 21, is particularly apparent for males aged 65 and over. In the Labour Force Survey data, the percentage of the male labour force aged 65 and over who are without jobs and seeking work is consistently lower than the percentage of all male labour force members without jobs and seeking work.

¹ This table presents the data of Table 20 in a finer age breakdown.

**Table 21 – Registrations at NES Offices as Percentage of Labour Force,
by Age and Sex, Annual Averages, 1957–63**

	1957	1958	1959	1960	1961	1962	1963
Both Sexes, All Ages.....	6.7	9.6	8.3	9.1	9.0	7.8	7.8
Males							
All Ages	6.7	9.6	8.0	9.0	9.2	7.9	7.9
Under 20	9.6	13.8	11.4	12.8	12.8	10.8	11.3
20–44	6.5	9.7	8.0	9.0	9.3	7.8	7.8
45–64	5.6	7.6	6.5	7.4	7.5	6.6	7.2
65+.....	11.8	15.2	13.6	11.4	14.8	14.2	15.0
Females							
All Ages	6.7	9.6	8.9	9.2	8.4	7.4	7.4
Under 20	6.0	9.6	8.7	9.2	8.6	7.9	8.3
20–44	7.3	10.6	10.0	10.3	9.4	8.1	8.0
45–64	5.5	7.3	6.6	6.7	6.1	5.6	5.6
65+.....	6.7	7.6	7.8	7.6	6.4	8.5	7.6

On the other hand, when registrations at National Employment Service offices are expressed as percentages of the labour force for the various age groups (Table 21), males aged 65 and over show higher percentages than any other group. The proportions of males aged 45 to 64 in the labour force who are without jobs and seeking work (as measured by the Labour Force Survey) and who are registered at NES offices, both tend to be lower than the same proportions for the total male labour force, and are lower in about the same degree. Thus, while more male workers aged 45 to 64 register than actively seek work, comparisons of the two series does suggest that the vast majority of workers in this age group are both available for work and are "seeking work",² in contrast to the 65 and over group.

According to the Labour Force Survey measure, women above the age of twenty show extremely low rates of unemployment. Table 21 shows that registrations of women run much higher, with the group aged 45-64 showing lower than average registrations, and the 65 and over group usually lower, but occasionally higher, than average. The comparison between Tables 20 and 21 shows that the distinction between availability for work and active work-seeking is of more than academic interest in regard to the female labour force.

The Duration of Unemployment of Older Workers

While statistics on the incidence of unemployment lead to somewhat equivocal conclusions as to the precise situation of older workers, the general picture is one of parity with the rest of the labour force. Older male workers appear to get no more than their fair share of unemployment, while older female workers appear to get less. Some of the reasons why this picture cannot be accepted without qualification have already been outlined.

² The proportion of the unemployed group who are "on layoff" rather than actively seeking work is always fairly small.

It is in terms of duration of unemployment that the older worker's disadvantages in the labour market become most apparent. Tables 22 and 23 provide a very sketchy indication of the magnitude of these disadvantages.

Table 22 shows that for the month of October (averaged over the years 1961-63) 26.4 per cent of the male unemployed aged 45 and over had been unemployed for at least 6 months as compared with 17.7 per cent of males aged 25-44 and 14 per cent of males aged 14-24.

Table 22 – Duration of Unemployment, by Age, Men, October Average, 1961-1963, in Percentages

<i>Duration</i>	<i>All</i> <i>100</i>	<i>14-24</i> <i>100</i>	<i>25-44</i> <i>100</i>	<i>45 and Over</i> <i>100</i>
Under 1 Month	37.3	36.1	40.7	34.3
1 – 3	31.5	36.7	31.2	26.5
4 – 6	12.1	13.3	10.4	12.7
Over 6	19.1	14.0	17.7	26.4

Table 23 indicates that seasonality of employment is a greater significance in relation to the duration of unemployment of older male workers, in contrast to the unemployment of younger workers. Here the average is taken for the month of June, and shows an even more disproportionate number of workers aged 45 and over in the group that had 6 months or more of unemployment.

Table 23 – Duration of Unemployment, by Age, Men, June Average, 1961-1963, in Percentages

<i>Duration</i>	<i>All</i> <i>100</i>	<i>14-24</i> <i>100</i>	<i>25-44</i> <i>100</i>	<i>45 and Over</i> <i>100</i>
Under 1 Month	32.3	43.1	29.7	19.5
1 – 3	25.0	25.0	25.6	24.5
4 – 6	17.2	14.5	19.6	18.6
Over 6	25.4	19.3	25.2	37.4

The contrast between the figures on incidence and the figures on duration indicates that with good luck and good management an older worker has a better than average chance of retaining his job. How long this situation will obtain in the face of rapidly changing technology is a serious question. However, the real "older worker problem" arises when the worker loses his job. At this point he is likely to have a considerably worse-than-average chance of re-employment.

The Educational Distribution of Older Workers

It was previously asserted (p.29) that older workers have, on the average, substantially less formal education than younger workers. This assertion is borne out by detailed tabulations available from the 1961 Census. Table 24 presents the situation for the male labour force.

Table 24 – Male Labour Force: Years of Schooling by Broad Occupational Groups by Age, Percentage Distribution

	EDUCATIONAL LEVEL			
	Elementary	1–3 yrs. Secondary	4–5 yrs. Secondary	University
ALL OCCUPATIONS		(per cent)		
Age: 15 and over.....	44.5	31.1	15.3	9.2
15–34.....	35.6	36.6	18.0	9.5
35–54.....	46.2	29.7	14.6	9.5
55–64.....	62.7	20.3	9.8	7.2
65 and over.....	65.6	17.7	9.2	7.5
MANAGERIAL, PROFESSIONAL, AND CLERICAL OCCUPATIONS				
Age: 15 and over.....	17.2	27.9	27.1	27.7
15–34.....	10.0	28.5	32.0	29.6
35–54.....	18.1	28.6	25.5	27.8
55–64.....	30.8	25.5	20.6	23.0
65 and over.....	35.0	22.2	19.1	23.7
OTHER OCCUPATIONAL GROUPS				
Age: 15 and over.....	53.4	32.1	11.4	3.1
15–34.....	43.1	39.1	14.1	3.8
35–54.....	56.6	30.1	10.6	2.7
55–64.....	73.3	18.6	6.2	1.9
65 and over.....	76.1	16.1	5.8	2.0

Source: Census 1961.

It may be seen that for the labour force as a whole there is a substantially greater proportion of workers with no more than elementary school background in the 55 years and over age groups than in the younger groups. When the managerial, professional, and clerical occupations are excluded, more than three quarters of the group aged 65 and over are shown to have no more than elementary school education.

Table 25 provides a more detailed breakdown for the male population as a whole (excluding those attending school). For those aged 65 and over the level of formal education is even lower than in the labour force table, from which it must be concluded that older males who are out of the labour force tend to have poorer backgrounds (in terms of formal education) than those who are in the labour force.

Table 25 – Percentage Distribution by Age Group of Male Population Aged 15 years and Over, Not Attending School, by Highest Grade Attended

Age Group	Total	No School- ing	Elementary		Secondary			Some Uni- ver- sity	Uni- versity Degree
			-5	5+	1-2	3	4-5		
Total.....	100.1	1.7	8.8	39.5	21.0	7.9	13.7	3.3	4.2
15-34	100.0	0.8	3.9	35.1	26.0	10.0	16.9	3.6	3.7
35-54	100.0	1.1	7.9	39.0	20.8	8.3	14.0	3.6	5.3
55-64	99.9	2.5	15.2	47.1	14.9	4.6	9.2	2.7	3.7
65 and over....	100.1	5.4	20.2	46.6	12.0	3.4	7.6	2.2	2.7

It may be asserted that a person's level of formal education should have very little bearing on his competitiveness in the labour market, especially where such formal education may have been acquired more than forty years in the past. The first-hand technical and organizational background of the experienced worker may more than compensate for any deficiencies in his formal education.

This position needs to be qualified at two points. In the first place there is a growing tendency for employers to demand higher levels of formal education when recruiting workers. This fact may provide a partial explanation of the re-employment difficulties of older workers.

Secondly, when technology changes practical experience loses some of its importance and formal education gains some significance, at very least, as an indicator of potential adaptability.

The distributions in Table 24 show that there are serious educational deficiencies among older workers, taken in the aggregate. This, coupled with the fact that, for most people, there is a loss of educational level through time (if for no other reason that one's education becomes out of date) would appear to suggest that plans for the vocational re-training of older workers may require upgrading of their formal education.

Chapter 5 – THE INCOME POSITION OF OLDER PEOPLE

It is well known that, once a period of peak earnings in the age groups of the thirties and forties has been passed, incomes tend, on the average, to decline with age. While this is largely a matter of a decreasing proportion of economically active people, the occupational distributions in Chapter 3 suggest that a tendency for the older labour force to cluster into lower-paid occupations may also be a contributing factor.

Table 26 provides the distribution of income of individuals (excluding those on farms) by age for 1961, and also gives the median incomes

**Table 26 – Percentage Distribution of Individuals, by
Age, Sex, and Income Group, 1961 Census
(20 Per Cent Sample of Non-Farm Population)**

	All Persons Aged 15 and Over	35–44	45–54	55–59	60–64	65–69	70 and Over
Males							
No Income	7.4	0.8	1.3	2.7	4.3	4.7	0.5
Under \$500	5.3	1.9	2.7	3.7	5.0	6.4	1.0
500– 999	7.9	2.3	3.3	4.9	7.3	17.0	43.0
1,000–1,499	5.6	2.7	3.5	5.0	6.6	10.4	16.1
1,500–1,999	5.1	3.1	4.0	5.2	6.8	10.4	10.6
2,000–2,999	12.6	10.4	12.2	14.0	14.5	16.0	11.8
3,000–3,999	17.2	19.1	19.8	20.4	18.3	13.2	6.7
4,000–4,999	15.1	20.8	18.5	16.0	13.6	8.1	3.4
5,000–5,999	9.6	15.3	12.5	9.8	8.3	4.3	2.0
6,000–9,999	10.5	17.8	15.6	12.3	10.1	6.0	3.0
10,000 and over	3.6	5.8	6.6	6.0	5.2	3.5	1.9
Median Income (persons with income)	3,575	4,486	4,209	3,781	3,419	2,208	1,179
Females							
No Income	47.2	55.5	48.9	48.4	47.6	34.2	1.6
Under \$500	11.9	11.2	12.6	13.5	15.1	16.0	4.1
500– 999	12.5	6.2	7.7	9.3	11.7	27.3	67.3
1,000–1,499	6.1	5.0	6.0	6.0	6.7	7.5	11.7
1,500–1,999	4.9	4.4	4.9	4.8	4.5	4.3	5.5
2,000–2,999	8.6	8.1	8.6	7.6	6.1	4.8	5.2
3,000–3,999	5.2	5.6	5.8	4.8	3.7	2.6	2.0
4,000–4,999	1.8	2.2	2.7	2.4	1.9	1.2	1.0
5,000–5,999	0.7	0.8	1.2	1.3	1.0	0.7	0.5
6,000–9,999	0.7	0.8	1.3	1.4	1.2	0.9	0.7
10,000 and over	0.2	0.2	0.3	0.5	0.5	0.5	0.4
Median Income (persons with income)	1,155	1,487	1,436	1,250	975	810	835

for each age-sex group of those persons who reported any income at all.¹ It may be seen that median income for the male group aged 65-69 was 50 per cent of that of the males aged 35-44, while, for women, the percentage relationship of the same two age groups was 55 per cent.

The table shows the extent to which old age assistance and old age security sustain the incomes of older individuals. The rather large percentages of persons (especially of women) aged 65-69 and 70 and over who are in the \$500-999 income range must be made up mainly of people for whom these transfer payments represent their only substantial source of income.

For most people, the years after 60 are accompanied by some decline in financial responsibilities. Furthermore, the incomes of breadwinners in their 50's and 60's will frequently be supplemented by the earnings of other family members.

Table 27, a special tabulation from the DBS Survey of Consumer Finances for 1962, gives an indication as to the way in which, in the aggregate, this works out. The table shows that total family incomes in 1962, broken down by the age of the heads of families, was substantially higher, on the average, than the incomes of male individuals of the same age in 1961. Since a substantial minority (something on the order of 20 per cent) of the heads of families, aged 45 and over, would be women, an even greater contrast may be inferred between family and individual income for families having family heads in the older age groups.

¹Median incomes are used here and later because averages of incomes give a disproportionate weight to the few income recipients with very high incomes. What we are interested in is the income level of persons or families occupying an approximately middle position in the distribution of incomes. The persons who reported no incomes must presumably be living on something, and were omitted in calculating medians, because it was impossible to provide any measure of their real welfare. The same objection could be raised to the inclusion of the groups with extremely low incomes.

Table 27 - Percentage Distribution of Families with Heads Aged 45 Years and Over, by Income Group and Age Group of Head, Canada, 1961

Income Group	Age of Head				
	45+	45-54	55-64	65-69	70 and Over
Under \$1,000.....	5.0	3.0	4.4	9.2	8.5
1,000-1,999	11.8	4.3	8.5	18.6	32.7
2,000-2,999	12.0	8.8	12.3	14.4	18.3
3,000-3,999	12.5	12.0	13.2	16.7	10.3
4,000-4,999	13.7	16.3	14.1	10.8	8.1
5,000-5,999	11.2	13.4	11.4	9.6	5.8
6,000-9,999	25.3	32.0	25.0	16.5	13.3
10,000 and over	8.6	10.1	11.1	4.2	3.0
Median Income	4,635	5,418	4,823	3,467	2,481

Source: DBS - Selected Statistics on the Older Population of Canada, Table 47, p. 54.

Tables 26 and 27 refer to two different years and were from two different statistical sources, hence comparisons are hazardous. With this qualification it may be said that, in so far as it indicates anything, a comparison of the two tables suggests that total family income tends, to some degree, to offset the lower incomes of family heads, as they grow older.

It should also be borne in mind that the family unit presided over by a middle-aged and older urban head of family is typically a smaller one than that of breadwinners in the age groups of maximum individual earnings, so that, for the former, a given level of income would tend to imply a higher level of welfare than for the latter. Thus, changes in size and earnings of the family with changes in the ages of its members probably tends, up to a point, to complement changes in the earning power of breadwinners.

A wholly owned home considerably raises the level of living of a family in the lower income brackets. In Canada, more households live in owned than in rented dwellings, and the proportion of home ownership rises with the age of the household head. In 1961 almost 80 per cent of the non-farm households with male head aged 65 or over and more than 65 per cent of those with female head aged 65 or over lived in dwellings owned by some member of the household. Around 90 per cent of these owned dwellings (of households with head aged 65 or over) were free of mortgages. While it would be useful to be able to relate home ownership to income levels within age ranges, there is no reason to believe that it is limited to the high income families with older heads. In fact, a tabulation from the 1962 Survey of Consumer Finances indicates that families with heads aged 60 and over who live in owned homes show a lower average income than those living in rented homes. On the other hand, it is well known that older individuals in urban areas whose incomes are low to the point of requiring public assistance tend to live almost exclusively in rented dwellings.

In comparing these income data with the 1954 data that appeared in the previous edition of this publication, the overall impression (precise comparisons being difficult because of diverse sources and different age groupings) that the incomes of older people have just about kept up with increases in the cost of living over the period 1954-61. The consumer price index, over this period, moved up by 11 percent, and median incomes of older people increased at approximately the same rate.

Despite recent improvements in social security benefits it would appear that a real income maintenance problem remains for people aged 65 and over. Thirty-eight per cent of non-farm male individuals aged 65-69 had incomes of less than \$1,000 in 1961, while for males aged 70 and over the proportion was 44.5 per cent. This amounted to a total of 650,000 people. The incomes of older women were much lower, but not too much is known about their means of support. As for the non-farm families in 1962, almost 28 per cent with head aged 65-69 had incomes

of less than \$2,000, while for those with head aged 70 and over the rate was 41 per cent. In 1961 the average size of household with head aged 65-69 was — male head: 2.8; female head: 2.0. With head aged 70 or over the average sizes were: male head: 2.5; female head: 1.9. These average sizes do not give very firm guidelines for interpretation, since size of household (and the relationship between sizes of household and family) may be associated with income, but they probably do provide a justification for regarding a family income of less than \$2,000 as an indication of poverty. The DBS Survey of Incomes, Assets, and Liabilities taken in 1958 indicates that low income families tend to possess negligible liquid assets; at least, not enough to appreciably supplement current income through drawing on savings.

Table 28, also from the 1962 Survey of Consumer Finances, suggests that a higher level of employment of older persons might provide the most satisfactory solution to these income maintenance problems. The incomes of families with older head whose main source of income is wages and salaries show substantially higher average levels than do the incomes of families as a whole. However, the material in some of the earlier chapters, particularly those data bearing on the education and health of persons aged 65 and over, suggests that there are some practical limits to the extent to which a higher percentage from this age group could, without very special measures, be absorbed in employment.

The percentage of families with older head whose main source of income is from transfer payments is very large, especially for families with head aged 70 and over. The average incomes of these families indicate that the income position of a rather large number of older Canadians is far from satisfactory.

Table 28 — Average Income of Families with Heads Aged 60 Years and Over, Classified According to Age Group of Head, by Major Source of Income, Canada, 1961

Major Source of Family Income	Age of Head							
	60+		60-64		65-69		70 and Over	
	%	Average Income	%	Average Income	%	Average Income	%	Average Income
Total.....	100.0	\$4,255	100.0	\$5,466	100.0	\$4,093	100.0	\$3,523
No Cash Income..	0.7	—	0.8	—	1.9	—	—	—
Wages and Salaries.....	53.3	5,439	75.4	5,573	57.7	5,130	35.5	5,545
Self-employment..	7.8	5,402	13.7	6,523	8.0	4,144	3.7	4,179
Investment Income.....	5.8	4,966	3.4	7,246	7.9	3,519	6.2	5,223
Transfer Payments	25.6	1,636	5.4	1,548	14.2	1,726	46.3	1,626
Other.....	6.7	3,366	1.3	3,206	10.3	2,717	8.3	3,867

SUMMARY AND CONCLUSIONS

The information that has been presented here permits only the most limited generalizations about the position of older workers and older people in Canada. The actual incidence of problems tends to become obscured by the use of averages and total groupings of parts of the population across Canada. Here are a few of the more obvious observations emerging from the analysis:

Persons Aged 65 and Over

(1) It is certainly true that the absolute number of older people is increasing; this is even more so in the case of the younger age groups. The important question is whether the proportion of older people in the total population is tending to increase or decrease, because changes in this proportion can also alter the income distribution of the population. While there is some tendency for the proportion of older people in the Canadian population to increase, it is not increasing at a very rapid rate, nor is the proportion as high at present as in many other Western countries. The age composition of Canada is not expected to change appreciably during the 60's and 70's and, if the more optimistic forecasts of Canada's economic future are realized, the task of safeguarding the welfare of elderly people should become relatively easier.

(2) For some years now the percentage of persons (especially men) aged 65 and over who are economically active has been declining. It may be that this age group is becoming more dependent on other age groups both for financial support, to the extent that they receive transfer payments and/or other forms of assistance, and for goods and services to the extent that they are not themselves producers. On the other hand, an increasing number of those retiring are better off than those who did so some years ago because of more and better pension plans and because of workers' increasing ability to save for old age.

(3) Compared with other age groups, male workers aged 65 and over are quite heavily concentrated in own-account activities and in the service occupations. Although the data do not show this, there is probably a good deal of movement of older workers from other occupations into service occupations.¹

(4) Unemployment among male workers aged 65 and over appears to be somewhat dissimilar in character to unemployment among younger male workers. There are probably a considerable number of older men who would like to work, but who, for a number of reasons, do not actively compete for jobs. When they do, it is usually in a much more limited labour market than is likely to be the case for younger men. It is quite

British studies have shown that service occupations provide a major source of openings for older workers in that country who have left their customary type of employment.

probable that the average duration of unemployment tends to be longer for the older age groups.

(5) On the basis of the data presented in Chapter 5 (which in some respects are seriously incomplete) it would appear that a problem of income maintenance exists for a number of people in the group aged 65 and over. If it were possible to extend the employment of people in this age group (without greatly depressing wages in the small labour market in which elderly people appear to operate), the income maintenance problem would be eased.

(6) Such an extension of employment would depend on there being a fairly large proportion of the group aged 65 and over, who are not now in the labour force, available to take advantage of expanded employment opportunities. The few statistics presented on the incidence of disabilities in Canada's older population suggest that the addition of workers from this source might be quite modest in size. For women aged 65 and over a lack of recent work experience would probably be a serious limiting factor to recruitment into paid employment. Recent increases in the proportion of women aged 45 to 64 who are working should tend to develop a supply of experienced female workers aged 65 and over in future years.

Workers Aged 45 to 64

Employment and income problems of workers under, but approaching, 65 years of age have not received the attention here that they deserve. The following comments are offered, some of which emerge out of the data presented, and some of which are speculations:

(1) An examination of age ceilings on 'help wanted' advertisements in newspapers is sufficient to indicate that the worker in this age group who for some reason is obliged to seek employment, is likely to find his opportunities considerably limited in some occupations.

(2) The material on occupational concentrations in Chapter 3 indicates that a tendency towards a division of labour by age, that is so apparent for workers aged 65 and over, becomes increasingly a factor in the occupational distribution of the group aged 45 to 64.

(3) Despite the progressive narrowing of job opportunities with age, the proportion of persons in this age group who are labour force members does not fall much below the maximum levels for men until about the age of 60, while the proportion of women aged 45 to 64 who are labour force members has been continually increasing, and is now almost up to the level of women aged 25 to 44.

(4) The incidence of unemployment among workers aged 45 to 65 is only slightly, but persistently, higher than that for the 35-44 age group.

(5) The median income of this group does not appear to be significantly lower than that of younger people. However, many workers in their 40's or 50's have passed the age of maximum earnings, although this tends to be offset by other workers whose earnings increase until the age

of retirement. Also, it is important to recall that for many workers family and other responsibilities reach a peak in this age group. This situation makes the problem for those whose income is falling, particularly critical.

(6) It seems quite clear from the statistics presented that no very major welfare problem (such as may exist for persons aged 65 and over) is to be found for persons aged 45 to 64 as a group. On the other hand, the data on occupational distribution and concentration suggest that, for a substantial minority of workers in this age range (45 to 64), some sort of occupational readjustment has to take place. The precise nature of the occupational problems faced by workers in their 40's, 50's, and early 60's has not been studied in detail. It is probable that in the future they will receive an increasing amount of attention from public and private agencies devoted to education, placement and rehabilitation.

In order to better understand older workers problems, it is useful to examine some of the main causes which gave rise to these problems. For example, workers reaching 60 years of age and over since World War II had started their careers some 40 years before or between 1905 and 1915. Few industrialized nations have expanded so rapidly and changed so fundamentally as Canada has since the beginning of this century. These changes have drastically altered the industrial composition and the occupational characteristics of the economy. For example, at the beginning of the century an estimated 40 per cent of the country's labour force were in agriculture; in 1963 about 10 per cent were on farms. About 30 per cent held jobs in the tertiary or service industries compared with about 55 per cent in 1963. Similarly, only 15 per cent were in manufacturing industries compared with some 25 per cent in 1963. Apart from these changes, the labour force increased from about 2 million at the turn of the century to over 6.7 million in 1963.

During this period of rapid expansion which changed the industrial composition so markedly, the importance of various occupations also changed. Some expanded, some remained relatively stable, others declined, very few remained unchanged in terms of skill requirements. Some changes, especially those which reduced physical labour, helped workers who were growing older. But other changes demanding either retraining in the same or other occupations, or change of industry or location, worked against those growing older.

Similarly, the composition of the work force according to paid workers, those working for themselves, etc., shifted drastically, principally because of the withdrawal from agriculture but also because of the substantial growth of large business corporations. Workers in the own-account group (those without paid employees) have been particularly affected by these changes. There are no early records of the proportion of own-account workers in the total labour force; however, some indication of their diminishing importance is suggested by the fact that since World War II they have declined from an estimated 20 per cent to 10 per

cent of the labour force. It is felt that this factor has played a significant role in reducing the proportion of older workers in the labour force.

The progressive narrowing of job opportunities for the aging worker may be due in part to irrationality on the part of employers: if so, then the above abbreviated analysis suggests that irrationality takes on very definite patterns. Why does the employer in the Electrical Apparatus industry discriminate against the older worker, while the employer in the Leather Products industry apparently does not? Although discrimination against the older worker just because he is getting old may be a significant barrier in many cases, this study suggests that a number of other barriers may exist. These are institutional factors that are a reflection of economic change and the inability of some workers who are growing older to make necessary adjustments to changing opportunities in the labour market. Part of the solution, then, is to attack prejudice; the other part, and probably the more important one, is to assist the aging worker in making these readjustments.

By and large, therefore, the problem of job opportunities for older workers in the future will be determined to a large extent by the pace and character of future economic changes and the ability of workers to adjust to these changes. A society aware of these developments and their impact on workers growing older, can do much to help them adjust to change; and can do much to help create opportunities more in line with the contributions that these people are able to make.

A great many people and organizations—especially those engaged in welfare work and in the placement service of the Unemployment Insurance Commission—have shown a great deal of concern about the problem of the aging worker. To help in this work the Department of Labour established in 1953 an interdepartmental committee on older workers for the purpose of promoting research and publicity. Three major research studies have been carried out since the inception of that committee. The first study, called *Pension Plans and the Employment of Older Workers*, published in 1957, sought to provide information as to the way in which pension plans affect both hiring and retention of employment of older workers. *The Aging of the Worker in the Canadian Economy* was published in 1959. A third study, also published in 1959 was called, *Age and Performance in Retail Trade*.

These three studies do not claim to tell the whole complex story about the problems of the aging worker, but they go some way towards enabling the public to better understand them. More research is needed and will undoubtedly be undertaken to further understanding of these people, especially of those in the working population who are unable to adjust to the rapid pace of industrial and technological change, or whose job opportunities are limited because of social attitudes.

In 1959, the federal Department of Labour established a division of older workers under the National Co-ordinator, Civilian Rehabilitation.

Its functions include co-ordination of the activities of the Labour Department generally in this field.

In 1963, a Senate Committee on Aging was established to hear studies and views on the various problems associated with age.

All these efforts have helped greatly to further understanding about the aged. But more research is still needed in order to further and extend the programs designed to reduce the problems faced by the aging worker in a rapidly changing working world as well as the problems he faces after his working period is over.

APPENDIX

Appendix: Table A — Population of Canada by Age and Sex 1901-1961

Age Group	1901	1911	1921	1931	1941	1951	1961
Males							
0-14	935,569	1,202,178	1,525,470	1,659,014	1,619,299	2,168,058	3,166,091
15-24	543,317	744,852	756,899	989,514	1,083,168	1,069,715	1,316,174
25-44	742,770	1,161,979	1,323,636	1,485,873	1,665,000	2,014,740	2,449,372
45-54	234,714	333,767	433,312	589,275	648,369	728,169	958,425
55-64	156,425	208,606	275,362	356,315	493,791	556,888	654,714
65-74	94,344	116,139	151,624	209,400	273,669	388,474	435,761
75 & Over	44,569	54,474	63,340	85,150	117,240	162,829	238,356
Total	2,751,708	3,821,995	4,529,643	5,374,541	5,900,536	7,088,873	9,218,893
Females							
0-14	911,014	1,174,372	1,497,881	1,622,762	1,579,252	2,082,659	3,025,831
15-24	529,104	652,463	761,146	962,058	1,069,293	1,076,898	1,300,031
25-44	686,131	922,530	1,182,404	1,345,089	1,581,935	2,026,909	2,421,620
45-54	213,268	286,111	365,891	485,178	578,481	679,166	920,079
55-64	147,802	184,468	245,704	305,632	420,252	519,954	634,756
65-74	88,996	110,098	138,596	193,507	251,156	360,095	453,516
75 & Over	43,292	54,606	66,684	88,019	125,750	174,875	263,521
Total	2,619,607	3,384,648	4,258,306	5,002,245	5,606,119	6,920,556	9,019,354
Both Sexes							
0-14	1,846,583	2,376,550	3,023,351	3,281,776	3,198,551	4,250,717	6,191,922
15-24	1,072,421	1,397,325	1,518,045	1,951,572	2,152,461	2,146,613	2,616,205
25-44	1,428,901	2,084,509	2,506,040	2,830,962	3,246,935	4,041,649	4,870,992
45-54	447,982	619,878	799,203	1,074,453	1,226,850	1,407,335	1,878,504
55-64	304,227	393,074	521,066	661,947	914,043	1,076,842	1,289,470
65-74	183,340	226,237	290,220	402,907	524,825	748,569	889,277
75 & Over	87,861	109,080	130,024	173,169	242,990	337,704	501,877
Total	5,371,315	7,206,643	8,787,949	10,376,786	11,506,655	14,009,429	18,238,247

Source: Census of Canada 1951, Vol. 1; Census of Canada 1961.

**Appendix: Table B – Labour Force Status of Experienced Older
Labour Force, Census 1961**

	45 and Over	45–54	55–64	65 and Over
Males				
Total	1,605,574	879,585	534,740	191,249
Non-Agricultural	1,344,150	763,862	444,026	136,262
Wage Earners	1,115,729	641,726	372,125	101,878
Self-Employed	226,777	121,487	71,399	33,891
Unpaid Family Workers.	1,644	649	502	493
Agriculture	261,424	115,723	90,714	54,987
Wage Earners	26,921	11,922	9,526	5,473
Self-Employed	228,481	101,300	79,615	47,566
Unpaid Family Workers.	6,022	2,501	1,573	1,948
Females				
Total	509,462	306,712	154,861	47,889
Non-Agricultural	477,506	288,283	144,431	44,792
Wage Earners	419,024	257,098	126,278	35,648
Self-Employed	44,940	22,480	14,403	8,057
Unpaid Family Workers.	13,542	8,705	3,750	1,087
Agriculture	31,956	18,429	10,430	3,097
Wage Earners	3,336	2,033	1,004	299
Self-Employed	6,882	2,590	2,679	1,613
Unpaid Family Workers.	21,738	13,806	6,747	1,185

Appendix: Table C — Labour Force by Occupation and Age, 1921 and 1961

Occupation	1921		1961			
	Total	50-64	65 and Over	Total	45-54	55-64
Males						
All Occupations	2,683,019	421,658	125,167	4,694,294	878,011	533,920
Proprietary and Managerial	249,262	55,880	14,340	449,191	124,371	65,944
Professional	78,619	14,334	3,681	360,478	60,637	31,285
Clerical	125,923	12,687	3,426	315,252	47,451	30,449
Agricultural	1,023,661	172,771	62,969	573,042	118,257	93,688
Fishing, Hunting and Trapping	29,241	4,699	1,644	36,581	7,263	4,568
Logging and Forestry	34,745	3,623	1,742	79,557	11,462	6,748
Mining, Quarrying and Oil Wells	48,212	5,924	1,094	64,590	11,121	5,859
Manufacturing (incl. Light and Power)	277,626	39,251	8,785	862,417	169,336	93,261
Construction	121,360	20,610	5,669	335,078	68,433	38,310
Transportation, Storage and Communication	164,677	18,918	2,783	457,532	76,769	41,142
Trade	115,262	12,121	2,306	265,260	40,294	19,919
Finance, Insurance and Real Estate	15,742	3,261	890	46,640	10,512	5,830
Service	97,397	13,393	4,372	401,097	62,036	49,850
Labourer (exc. Agriculture, Logging and Fishing)	301,292	44,186	12,377	322,918	49,207	33,606
Not Specified	—	—	—	124,661	20,862	13,461
Females						
All Occupations	490,150	41,217	12,738	1,763,862	306,355	154,711
Proprietary and Managerial	10,821	2,554	702	51,720	16,350	8,849
Professional	91,623	7,327	1,976	273,793	47,903	24,911
Clerical	90,576	1,297	207	503,666	67,379	28,106
Agriculture	17,883	7,154	3,406	75,868	17,915	10,232
Manufacturing (incl. Light and Power)	88,077	5,100	955	174,525	28,955	13,787
Transportation, Storage and Communication	14,943	148	18	39,291	5,636	2,938
Trade	41,011	1,063	100	180,728	37,638	14,296
Finance, Insurance and Real Estate	268	45	8	3,840	918	178
Service	132,869	16,249	5,289	398,703	74,760	47,235
Other Occupations	2,079	280	77	61,728	8,901	4,179

Source: Census of Canada 1921 and 1961. The occupational classification is that of the 1951 Census.

Appendix: Table D - Labour Force, by Industry and Age, 1931 and 1961
(according to the 1951 Standard Industrial Classification)

Industry	1931				1961			
	All Ages	45-54	55-64	65 and Over	All Ages	45-54	55-64	65 and Over
Males								
Agriculture.....	1,103,899	176,460	120,609	80,516	560,933	115,536	90,648	54,913
Forestry and Logging.....	49,709	7,347	3,589	1,274	106,305	16,485	9,998	1,916
Fishing, Hunting and Trapping.....	47,274	7,731	4,937	3,106	34,088	6,985	4,260	1,539
Mining, Quarrying and Oil Wells.....	71,608	12,441	5,588	1,738	114,072	20,501	10,605	1,589
Manufacturing	601,086	102,382	50,639	18,999	1,178,035	225,661	127,465	31,039
Construction	248,423	51,493	27,778	12,173	454,453	80,960	41,050	11,699
Transportation, Storage, Communications..	254,947	50,446	22,925	5,967	391,872	74,785	47,481	5,964
Electricity, Gas, Water	23,620	4,590	2,122	736	61,962	11,393	7,035	966
Trade	302,911	54,169	27,179	11,684	629,032	112,729	59,030	23,450
Finance, Insurance, Real Estate	67,375	10,822	5,282	2,284	124,260	23,773	14,880	7,789
Service	324,999	66,051	36,981	17,722	923,022	169,753	108,877	47,902
Community and Business	100,173	19,471	12,584	6,404	303,435	59,020	38,774	20,388
Government	98,413	21,942	12,207	6,399	423,200	73,480	42,328	12,956
Recreation	15,357	2,580	1,258	542	28,701	4,925	3,926	2,498
Personal.....	111,056	22,058	10,932	4,377	167,686	32,328	23,849	12,060
Not Stated	165,520	24,045	14,878	7,579	116,260	19,450	12,591	2,250
Total Males	3,261,371	567,977	322,507	163,787	4,694,294	878,011	533,920	191,016

Appendix: Table D (cont.)

Industry	1931				1961			
	All Ages	45-54	55-64	65 and Over	All Ages	45-54	55-64	65 and Over
Females								
Agriculture.....	24,255	5,609	5,753	4,634	78,686	18,427	10,428	3,097
Forestry and Logging.....	243	34	20	1	2,192	422	182	33
Fishing, Hunting and Trapping.....	508	76	65	57	488	92	47	10
Mining, Quarrying and Oil Wells.....	355	23	2	2	4,716	478	150	32
Manufacturing	122,849	6,949	3,171	1,203	308,788	47,067	20,128	4,028
Construction	1,567	110	26	16	11,523	1,769	686	154
Transportation, Storage, Communications...	22,653	855	296	79	63,255	7,290	3,614	457
Electricity, Gas, Water	1,790	109	24	5	8,355	1,022	439	64
Trade	85,062	5,471	2,242	854	298,869	60,324	24,260	5,689
Finance, Insurance, Real Estate	24,965	897	247	50	104,551	10,128	4,977	1,129
Service.....	377,882	35,563	20,658	10,414	840,526	154,001	87,590	32,435
Community and Business.....	148,194	13,014	6,710	3,134	457,359	82,955	45,547	15,868
Government	15,476	1,747	815	299	96,869	19,396	10,082	1,730
Recreation	2,425	184	66	21	11,109	2,059	1,023	313
Personal.....	211,887	20,618	13,067	6,960	275,189	49,591	30,938	14,524
Not Stated	3,721	198	134	44	41,913	5,335	2,210	731
Total Females.....	665,859	55,894	32,638	17,359	1,763,862	306,355	154,711	47,859

Source: Censuses 1931 and 1961.

The discrepancy between the 1961 totals in this table and those of Appendix: Table E results from the exclusion here of the Yukon and Northwest Territories labour force.

Appendix: Table E - Labour Force by Industry, Age, and Sex, Canada, 1961 Data According to the 1961 Industrial Classification

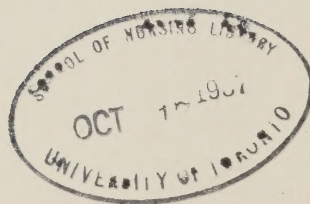
	Total		45-54		55-64		65 and Over	
	Male	Female	Male	Female	Male	Female	Male	Female
All Industries	4,705,518	1,766,332	879,585	306,712	534,740	154,861	191,249	47,889
Agriculture	562,075	78,711	115,723	18,429	90,714	10,430	54,987	3,097
Forestry	106,387	2,193	16,500	423	10,011	182	1,918	33
Fishing and Trapping	35,748	5,515	7,219	99	4,388	50	1,586	13
Mining	116,852	4,850	20,950	501	10,835	163	1,671	35
Manufacturing	1,102,874	301,991	213,029	45,542	121,102	19,210	28,583	3,563
Food and Beverages	169,569	49,616	30,483	8,205	17,623	3,548	4,300	571
Tobacco Products	4,490	4,343	953	650	701	294	92	31
Rubber	14,754	4,090	2,998	563	1,973	246	224	25
Leather	18,839	14,327	3,420	1,937	2,222	856	873	184
Textile	41,935	20,317	8,243	3,035	4,729	1,278	1,050	196
Knitting Mills	7,307	12,439	1,372	1,847	891	822	326	205
Clothing	32,708	59,220	7,367	9,639	4,246	4,674	2,055	927
Wood	93,207	5,664	17,257	804	10,755	299	3,118	71
Furniture and Fixtures	31,049	4,647	5,678	744	3,357	282	1,238	65
Paper	88,938	12,702	17,726	1,715	10,912	595	1,163	92
Printing, Publishing	62,649	21,616	10,364	3,847	5,677	1,933	2,395	484
Primary Metal	85,161	4,995	17,844	625	9,489	236	1,534	21
Metal Fabricating	91,841	11,375	16,752	1,708	9,171	678	2,314	101
Machinery	43,909	5,912	8,972	702	4,822	231	1,055	45
Transportation Equipment	108,430	9,591	24,680	1,340	14,668	421	2,610	59
Electrical Products	62,674	22,250	11,765	2,561	5,843	720	1,077	80
Non-Metallic Mineral	42,485	4,534	7,457	537	4,026	203	908	34
Petroleum and Coal Products	15,249	1,710	2,796	156	1,425	55	108	4
Chemical and Chemical Products	52,661	16,849	10,835	2,713	5,438	1,021	920	188
Miscellaneous Manufacturing	35,019	15,794	6,067	2,214	3,134	818	1,223	180
Construction	420,317	10,776	73,671	1,646	35,584	622	10,373	145
Transportation, Communication, Utilities	520,192	83,094	100,800	11,180	63,700	5,829	9,413	881
Trade: Wholesale	237,279	52,605	43,648	7,630	21,843	3,025	8,161	597
Trade: Retail	452,749	248,857	78,706	53,130	41,290	21,400	16,369	5,117
Finance, Insurance, Real Estate	124,310	104,595	23,784	10,129	14,881	4,977	7,789	1,129
Community, Business and Personal Service	513,917	749,445	99,275	135,943	68,816	78,358	36,291	31,167
Public Administration and Defence	396,239	86,686	66,799	16,717	38,955	8,399	11,855	1,381
Unspecified or Undefined Industries	116,579	42,014	19,481	5,343	12,621	2,216	2,253	731

Appendix: Table F — Unemployment Rates* by Age and Sex, at Annual Averages, 1953-63

	1953	1954	1955	1956	1957	1958	1959	1960	1961	1962	1963
Males											
All Ages	3.4	5.1	4.9	3.9	5.3	8.2	7.0	8.2	8.4	6.9	6.4
14-19	7.2	10.0	10.1	8.1	11.2	16.7	14.3	16.3	16.6	14.5	14.0
20-24	4.9	7.6	7.2	5.7	8.1	12.5	10.4	12.2	11.8	9.9	9.6
25-34	3.2	9.9	4.4	3.4	5.0	7.8	6.6	7.7	8.1	6.2	5.7
35-44	2.5	3.8	3.7	2.9	3.9	6.1	5.1	6.2	6.6	5.3	4.7
45-54	2.8	4.3	4.2	3.2	4.2	6.7	5.7	6.7	6.8	5.6	4.9
55-64	2.9	4.4	4.3	3.4	4.3	6.8	5.9	7.2	8.0	6.7	6.1
65 and Over.	2.1	3.7	4.2	3.4	4.3	5.1	5.2	4.8	6.0	5.6	4.8
Females											
All Ages	1.6	2.6	2.6	1.9	2.3	3.6	3.0	3.6	3.7	3.3	3.3
14-19	2.8	5.4	5.0	4.3	4.6	7.4	6.7	8.6	9.0	7.9	7.8
20-24	1.9	2.7	2.8	1.9	3.0	4.0	3.3	3.5	4.1	3.6	3.8
25-34	1.5	2.5	2.1	2.0	1.9	3.1	2.5	2.7	3.0	2.7	2.3
35-44	0.9	1.8	1.7	0.8	1.8	2.1	1.9	2.4	2.3	2.2	2.1
45-54	0.7	1.3	1.8	1.1	1.4	2.2	1.6	1.9	2.1	2.3	2.1
55-64	—	—	—	—	—	—	—	—	—	—	—
65 and Over.	—	—	—	—	—	—	—	—	—	—	—

* Unemployed persons as a percentage of the Labour Force. Unemployed persons include those without jobs and seeking work and also those persons who are on temporary layoff. The number of unemployed persons (in this special sense) among women aged 55 and over tends to be negligible.

Source: DBS — The Labour Force.



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